

Transplant Chairs

The U of A is awarded two of three national chairs in transplantation.

2

Cutting through the smoke

Few issues are as clouded as the debate over the Kyoto Accord: is it a disaster or our salvation?

3

Your mission: have fun

The U of A's Corporate Challenge team wants you.

4

7
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folio

Volume 39 Issue 17

MAY 3, 2002

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Students will scan skies with radio waves

Project earns NSERC grant, enthusiasm of teachers

By Richard Cairney

When he was in Grade 1, Robert Rolf dismantled his family's telephone, took it to school and delighted classmates by turning the handset into the electronic equivalent of a tin can and string. Now a systems developer at the University of Alberta's Centre for Neuroscience, Rolf is part of a project that will teach young students how to use radios to monitor meteors or showers.

The Sky Scan project uses technology available in most homes to detect meteoroids as they pass through the Earth's atmosphere and could give young students hands-on experience conducting research.

"It's a question of maintaining the interest of the video game generation," said Rolf. "This is bringing the sky to their desktops, and it ties in nicely with the new Grade 9 science curriculum. They can see the coming and going of a storm, so they can do data collection and graphing, and they're learning about geometry—and you need to know a little trigonometry. There is a lot of science in doing these radio observations."

The U of A and a group of amateur astronomers have received funding to bring radio astronomy technology into junior high school classes. The group recently received \$47,000 in funding from the Natural Sciences and Engineering Research Council, spread over three years. The grant is part of a \$1.4-million funding package recently announced by the national council.

Not only does the project have the support of a national funding agency; it has also received an enthusiastic response from Edmonton Public Schools. Sid Shugarman, the school district's science consultant, says the Sky Scan project is inventive and engaging.

"There is some serious math in there," said Shugarman. "But the real beauty of it is that it is real stuff—you aren't fabricating a problem for the kids. They're the ones doing measurements, they're using numbers in a meaningful way and at same time they have to ask questions about where meteors come from and why



Sky Scan Project participants Bruce McCurdy, Robert Rolf, Dr. Doug Hube and David Cleary will help bring new lessons to Grade 9 science students.

are they here.

"For me anything to do with space is something that should cause serious wonder in our students. It's flabbergasting."

"It's intended to involve elementary and junior high students in real research as part of a co-operative project," said Dr. Doug Hube, a professor emeritus from the Department of Physics. "These days, with a relatively small outlay of money and simple equipment, it is possible to detect meteoroids in the atmosphere 24 hours a day. You can do this during daylight hours—you don't need to see them if you can detect them with radio frequencies."

Meteoroids release energy as they burn up, ionizing the atmosphere around them. Radio waves that strike the ionized air are reflected back towards the Earth. The most basic example occurs when a

radio tuned to dead air on the FM band momentarily picks up broadcasts from a far-away station.

"You can do that and pick up stations from about 2,100 km away," said David Cleary, an amateur astronomer who is the project's leader. Cleary is currently working with other group members to test different techniques of receiving radio data on meteors.

The Sky Scan group's Web site (<http://skyscan.phys.ualberta.ca>) has an audio clip Cleary captured during last fall's Leonid meteor shower. As if on cue, an announcer broadcasted a Calgary station's call sign, indicating a signal originating in Calgary had bounced off a meteoroid's tail and was heard in Edmonton.

"The whole project fits in very nicely with the new Grade 9 science curriculum," Cleary said. "Right now we are

testing some different methods to find the most straightforward ones that can be used by classes."

Amateur astronomer Bruce McCurdy, who's co-ordinating the school curriculum part of the project, recently detected a meteoroid using the technique. "All of a sudden the static changed to an intelligible snippet of music. It sounded equivalent to what a meteor looks like—it really gives the same impression: there is a burst of sound, then it fades away."

Shugarman, who is on the Sky Scan board of directors, says Grade 9 science teachers will incorporate the technology into their classes on a pilot project this fall.

"We have run it by teachers and they were really excited about it," he said. "As the new Grade 9 curriculum comes into effect (in 2003) I think we will see way more interest." ■

Transplant research gets \$3.3-million boost

Two national research chairs come to U of A

By Ryan Smith

Dr. James Shapiro and Dr. Norman Kneteman are busy these days. On May 1 Shapiro was in Washington D.C. making a presentation to the American Transplantation Society. He flew to New York City for an afternoon meeting before heading to meet Kneteman in Ottawa, where the two were principals in the announcement of \$3.3-million fund for transplantation research from the Canadian Institutes of Health Research (CIHR) and Wyeth-Ayerst, a pharmaceutical company.

Shapiro, Kneteman and Dr. Li Zhang of the University of Toronto were each named Clinical Research Chairs in Transplantation and will each receive \$1.1 million over five years.

"This provides an unprecedented level of support not only for our islet transplantation efforts but also for our basic science

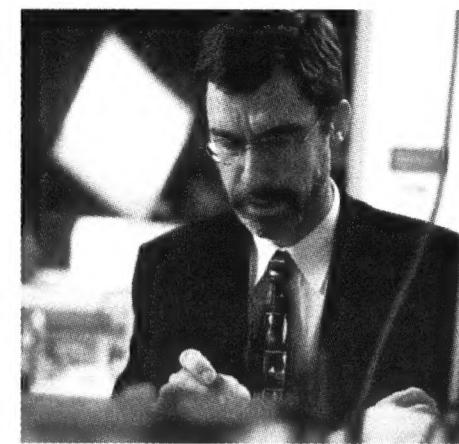
laboratory," Shapiro said. "There will definitely be coordination of research in this area between myself and Dr. Kneteman, and I'm sure he feels as I do, that we want to take any advances we make in our basic science laboratories and rapidly translate them to the clinic."

Shapiro, director of the Edmonton Protocol Islet Cell transplant team, will conduct research in pancreatic islet transplantation with a goal of reducing or eliminating the need for people with Type 1 diabetes to take insulin. Kneteman will conduct research with the aim of reducing the toxicity of immunosuppressive therapies and developing prevention models for recurring hepatitis C, the leading indication for liver transplants. Zhang will investigate the mechanisms involved in donor-specific transplant tolerance.

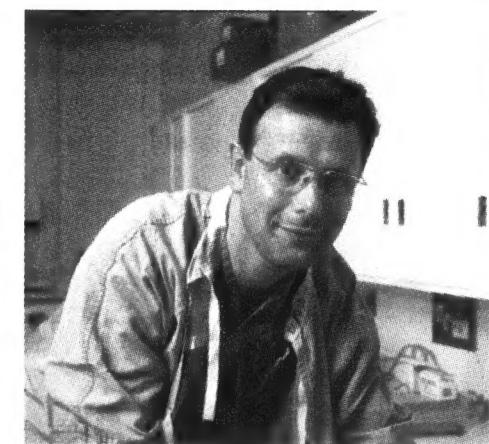
"Not only will these chairs in transplantation advance the work of these talented researchers, they will allow the universities to build upon their strengths and develop world class research programs," said Dr. Alan Bernstein, president of the CIHR.

Selection of the chair recipients was based on the scientific excellence of the research proposals processed by CIHR's peer reviewers. A total of 13 applications were received for the three available positions.

"This announcement is a tremendous show of confidence in the research con-



Dr. Norman Kneteman



Dr. James Shapiro

ducted by Dr. Shapiro, Dr. Kneteman and their research teams," said Dr. Roderick Fraser, president of the U of A. "It underlies the leadership role of the University of Alberta in this critical area of health research."

Funding for the chairs will also be provided by the host institutions of the recipients.

"I think this announcement is a reflection of the support we receive at the University of Alberta," Shapiro said. "We have an excellent work environment here, and I'm proud and excited not only for myself but also for the team of individuals I work alongside."

Shapiro said his presentation to the American Transplantation Society on

Wednesday was well received, adding that there is "a great deal of enthusiasm around the world" for the Edmonton Protocol islet cell transplantation treatment for diabetes.

"We've had an 85 per cent success rate in the past year of patients who have received transplants and are now living insulin free. As well, this procedure has been successfully duplicated in seven centres worldwide, and that's very exciting," Shapiro said.

Kneteman, who also played an important role in the success of the U of A islet cell transplantation team, was most recently in the news for leading a team of U of A researchers that successfully created a mouse model scientists can use to test antiviral therapies against hepatitis C. ■

Express News

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folio

Volume 39 Number 17

OFFICE OF THE VICE PRESIDENT
(EXTERNAL RELATIONS)
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6TH FLOOR GENERAL SERVICES BUILDING
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Folio's mandate is to serve as a credible news source for the University community by communicating accurate and timely information about issues, programs, people and events and by serving as a forum for discussion and debate. *Folio* is published 20 times per year.

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Administration opens books for faculty, staff

Town hall-style meetings held to explain budget plans

By Terese Brasen

University of Alberta faculty and staff heard the story behind the budget during two town hall sessions held April 23 and 24. Al O'Brien, the university's acting vice president (finance and administration) shared the actual numbers and the rationale behind the plan not to balance next year's budget.

"Their level of comfort with this proposed deficit was not particularly high," said O'Brien, describing reaction to the budget plans at the March 8 Board of Governors meeting. The board approved next year's \$2.7-million deficit and the university's four-year strategic plan. The board has not approved a \$10.7-deficit forecast for 2003-04 or a \$1.8-million deficit forecast for 2004-05 as outlined in the strategic plan.

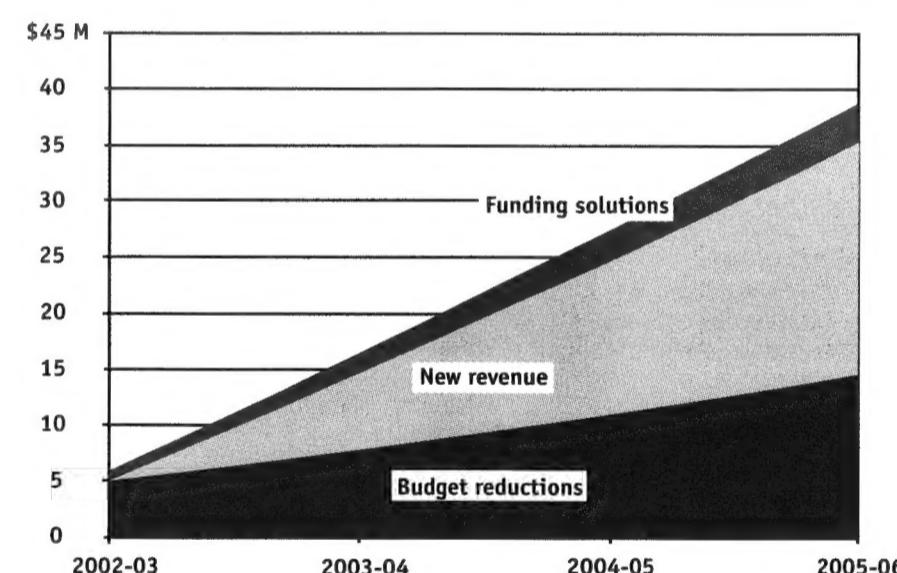
"Doug Owram and others will have to do a good job of convincing our board that we will succeed in balancing our budget," added O'Brien, a former Alberta deputy provincial treasurer who joined the U of A in November 2000, after steering the Klein government through years of balanced budgets.

"I think it is a reasonable plan," he said, cautioning that, under Alberta's University Act, a deficit budget requires approval from the minister of learning. As yet, the U of A does not have that approval.

Philip Stack, director of resource planning, described a three-part plan that involves budget reductions, new revenue and new ways of doing business. By the end of the four-year business cycle, the plan will yield an additional \$38 million annually in operating funds.

The first part of the plan, budget reductions, will take place over the next four years, as faculties and units slowly scale back, freeing additional dollars each year until the annual operating budget shows an additional \$14.4 million.

Parts two and three of the plan hinge on every university faculty, unit and individual looking for ways to contain costs or bring in new revenue. To meet that goal, the U of A's Executive Planning Committee created the Funding Solutions



Task Force last fall. The task force is now asking the entire campus to share ideas on how to contain costs and improve the way the U of A does business.

"A lot of activity has already occurred," said Stack, describing meetings during late March in which representatives from portfolios and associations presented opportunities to increase revenue, reduce costs and operate in an innovative manner. "That has been a very successful exercise. Literally dozens and dozens of opportunities were presented."

From the presentations, the task force identified several core themes and will now establish expert panels around those core themes. The panels will involve individuals from within the university and, when it will benefit the review, individuals from beyond the U of A borders. "The expert panels will be very small and focused," said Stack. "We will be asking fundamental questions: 'Is the revenue opportunity real?' 'Is this the right time?'"

While the ideas fall into core themes, they can also be described as ones, twos or threes. Ones are easy to implement and

long overdue. Twos require some analysis and time but could become reality during the next fiscal year. Threes are just as viable but will take more time to become reality. While the idea may be on the table now, we won't feel the impact until sometime down the road.

The task force is now producing an interim report, outlining the ideas and solutions received to date. A draft of this report will go to the Board of Governors on June 21. Following that meeting, the task force will hold another series of town hall meetings.

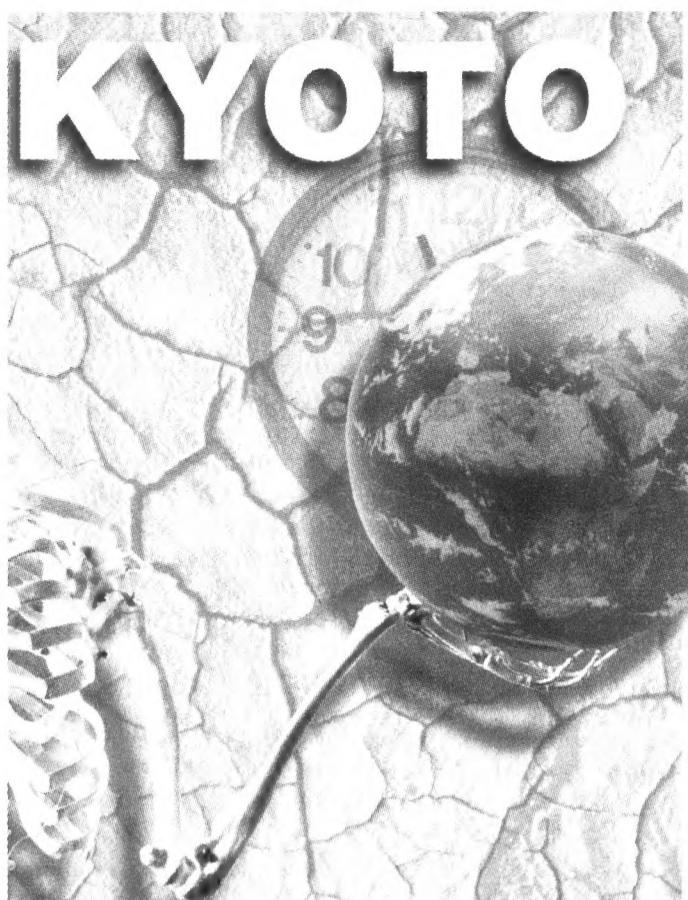
This first Funding Solutions Task Force report will become final in September after receiving Board approval. As these ideas move from concept to reality, the task force will continue to look for opportunities, a never-ending round with new possibilities coming on board, while others are being explored and planned.

The town hall meetings closed with time for questions and answers. For a list of those questions along with the answers, visit the Funding Solutions Task Force Web site at www.ualberta.ca/funding. ■

The Kyoto Accord: where there's smoke, there's fire

Government and industry fret about financial impacts; proponents say our very lives are at risk

By Geoff McMaster



The issues raised in the Kyoto Accord debate are complex, ranging from the economy, to the environment, to public health.

The numbers tell us little. The latest calculations, federal-provincial estimates released last week in the *Globe and Mail*, say the cost to Canada of complying with the Kyoto Accord could reach \$23 billion in 2012 alone. Or it could add \$5 billion to the economy that year. It all depends on which crystal ball you use.

The Alberta government says reducing greenhouse gas emissions by 27 per cent over the next decade, the target under Kyoto, could cost Canadians as much as \$23 - \$40 billion per year, driving businesses out of the country and translating into job losses estimated between 40,000 and 70,000 in Alberta alone. And so Premier Ralph Klein, who says the targets are impossible to meet, is calling for a made-in-Canada solution.

On the other end of the spectrum are the environmental groups, such as the David Suzuki Foundation, which say industry estimates are wildly exaggerated and that signing Kyoto will actually be good for the economy. The Suzuki Foundation released a report last week, for example, contending that despite the costs of compliance, the country will be ahead by about \$2 billion to Gross Domestic Product and 52,000 jobs by 2012.

What often gets lost in all of the competitive number crunching and political posturing, according to many observers, is the primary objective of Kyoto—slowing the pace of global warming, a pattern only the most stalwart skeptics of science now dispute. But is committing to this particular accord the best solution?

“I don’t think that’s the question we should be answering,” said Allan Amey, president and CEO of an Alberta group called Climate Change Central, a “public-private partnership” that looks for “innovative responses to global climate change.”

“The question is: do we or are we going to reduce greenhouse gas emissions?” In a symposium held by the U of A’s business faculty in early April, Amey argued “a ‘no-cost’ solution to this challenge is not possible, and direct emissions

reductions are necessary” with or without Kyoto. While refusing to take a stand on ratification, which he sees as a red herring of sorts, he concedes “emissions reduction and energy efficiency make good economic sense.”

The organizer of the symposium, Dr. Joseph Doucet of the department of marketing, business economics and law, agrees something must be done to reduce emissions but argues Kyoto is not the answer. There is too much opposition to ratification in Canada and the federal government has been slow to come up with a strategy showing just how it would work.

“I don’t think Canada can obtain the objectives,” he said. “If you really think you can’t make it, why bother signing up and wasting energy in the broad sense?... Signing Kyoto right now may satisfy a need for some type of political signal, but if it doesn’t really lead to any real change with a positive effect on the climate, we may be just fooling ourselves and delaying further real action.” A much better approach, says Doucet, is to admit we can’t reach the Kyoto targets by 2012 and find a way that works.

“The dry weather in Alberta over the last couple of years may well be an impact of global warming and climate change, but if we all stopped driving our cars tomorrow, it’s not going to get any wetter because of that. If the world as a whole changes, it may have an impact in 10 years maybe, but more likely not for 50 or 100 years. So I think it’s a two-edged sword—we need a sense of urgency, but something positive that will be sustainable in the long term.”

Even more challenging and in some ways more crucial, he says, is convincing people in China or India, two countries not included in the accord, to start taking aggressive action on reductions “given that they’re so far behind the West.”

“China and India are much larger emitters than Canada, and their economies are growing much faster as are their levels of emissions.” And that’s not to mention the U.S., the largest producer of greenhouse gas, which has pulled out of Kyoto.

But Dr. Colin Soskolne of the public health sciences department—recipient of a \$183,000 grant to study climate change and extreme weather events in Alberta—says Canada could be squandering an opportunity to lead the world community if it doesn’t ratify the accord. “It’s a question of solidarity with impoverished countries,” he said, “a question of our moral standing in the world.”

He also says the oil industry is misleading the public on the costs of Kyoto. “Where we need to point fingers are at the vested interests who seem to take a very short-term and prejudicial view of the

information, misleading the public in their positions. The energy sector would be the culprit in all of this.”

He points to the tobacco industry as the closest analogy, “which hired the finest public relations spin doctors to discount the science, to bias their studies.” We are now left with tens of thousands of tobacco-related deaths each year in North America.

What bothers Soskolne most, however, is the absence of health concerns from almost every economic forecast on Kyoto. The federal-provincial report released last week in the *Globe* failed to take them into account, and they were also missing from the panel discussions held at the business faculty last month.

According to Soskolne, health should be front and centre in any debate on global warming. He has a lengthy list of health risks associated with global warming, including temperature-related deaths, respiratory and cardiovascular illnesses, social and mental health stress due to disasters, skin damage and cancer, an increase in pathogens carried by mosquitoes and other insects, and an increase in diseases caused by water and food-borne contamination.

“Think of Edmonton with no North Saskatchewan River as a result of the Columbia Icefields or Athabasca Glacier no longer providing water or providing it in far less quantity. Think of the concentration of pollutants in a much-reduced river flow situation.” He says one can’t even begin to translate the effect of all that into dollars, let alone the stress on our lives.

Dr. Mike Gismondi, a councillor with the Town of Athabasca, northeast of Edmonton, and contributor to the Parkland Institute’s “Globalism Project,” says ratifying the accord would give Canada the direction it needs on emissions reductions and would hold politicians and industry accountable. It’s something Canada’s cities recognize even if their provincial and federal counterparts don’t, he says.

He points out that the Federation of Canadian Municipalities—including Vancouver, Toronto, and Montreal—has come out strongly in favour of ratifying Kyoto, “partly out of frustration over the slow movement at the provincial level and resistance at the federal level.”

Because they have networks all over the world, he says, municipalities are in fact much more global in their perspective than provincial governments are, and so that’s where he places his hope for change: “You have to be wise about how to organize and influence nation states and provinces, but we don’t have to just wait for them.”

Before Canada jumps in with both feet and commits to any international agreement, however, Doucet would like to see a clear game plan. “Is the federal government willing, for example, to spend one per cent of GDP? If you find out that some of the actions are less expensive than you thought, then you do more. If more expensive, then maybe you do less, and so on.”

Perhaps at least part of such a plan will emerge later this month when Canada’s energy and environment ministers meet to discuss Kyoto in Charlottetown, PEI. They are expected to come up with a list of assumptions upon which to base any emissions-reduction plan.

“But we have to realize it’s a long-term problem,” said Doucet. “Kyoto is not and should not be the objective—it’s a stepping stone.” ■

Further Reading

For more information on this complex issue, we’ve gathered a number of useful Web sites to help wade through the controversy:

- United Nations Framework Convention on Climate Change: <http://unfccc.int/>
- Complete text of the Kyoto Protocol <http://docs.unfccc.de/convkp/kpeng.html>
- Climate Change Solutions: <http://www.climatechangesolutions.com/ccs/english/>
- Pembina Institute’s Web site on climate change: <http://www.pembina.org/climate/default.htm>
- David Suzuki Foundation Web site on climate change: http://www.davidsuzuki.org/Campaigns_And_Programs/Climate_Change/
- World Wildlife Fund Web site on climate change: <http://www.worldwildlife.org/climate/climate.cfm>
- Alberta Environment Ministry climate change Web site: <http://www3.gov.ab.ca/env/climate/>
- Climate Change Central Web site: <http://www.climatechangecentral.com/>
- National Climate Change Process Web site: <http://www.nccp.ca/>
- Canada and the Kyoto Protocol: http://www.nrcan.gc.ca/www3/cc/english/whats_new/overview_e.html
- Canadian Chamber of Commerce positions on climate change: <http://www.chamber.ca/newpages/poliss14.html>
- Canadian Association of Petroleum Producers Web site on climate change: http://www.capp.ca/default.asp?V_DOC_ID=766
- Canadian Association of Petroleum Producers’ contribution to the debate on climate change and the Kyoto Protocol: http://www.capp.ca/default.asp?V_DOC_ID=763&PubID=32831
- Canadian Manufacturers and Exporters’ report, “Pain Without Gain: Canada and the Kyoto Protocol”: <http://www.cme-mec.ca/kyoto/index.html>
- Greenpeace Canada Web site on climate change: http://www.greenpeace.ca/e/campaign/climate_energy/index.php
- Federation of Canadian Municipalities Web site: <http://www.fcm.ca/english/>
- The Sierra Club’s Web site on climate change: <http://www.sierraclub.org/global-warming/dangerousexperiment/>
- The Parkland Institute’s Web site: <http://www.ualberta.ca/~parkland/>
- Dr. Joseph Doucet’s Web site: <http://www.bus.ualberta.ca/jdoucet/default.htm>
- Environmental Research and Studies Centre Web site: <http://www.ualberta.ca/~ersc/expertise.htm>
- Dr. Colin Soskolne’s Web site: <http://www.phs.ualberta.ca/staff/soskolne/>
- Centre for Applied Business Research in Energy and the Environment (including presentations of April 4 panel discussion, “Perspectives on Kyoto”): <http://www.bus.ualberta.ca/cabree/events-and-conferences.htm>

Corporate Challenge deadline extended

Organizers hoping to increase participation

By Richard Cairney

Weekend athletes are being asked to join the University of Alberta's Corporate Challenge team as it defends two consecutive second-place finishes and makes a drive for top team in the city.

With 21 activities available there is an event for everyone, says John Younk, the U of A's Corporate Challenge co-ordinator.

"If you can spare four minutes or four hours, there's something here for you," said Younk. He stressed that the city-wide events are competitive, but at a level most people will be comfortable with.

"Even if you are a recreational player, you'd be surprised at how well you might do," he said. "A lot of people are modest about their abilities."

This year's U of A effort is being organized to increase participation, with team captains of each event working to set up try-outs. That way, the campus community has its own mini version of the Corporate Challenge, and the strongest competitors appear at the events themselves.

Jennifer Laws, who captains the 8-ball pool team, says you don't have to be a shark to try out for the team. "We're just looking for people who like to come out and shoot pool. We'll get together and play a few times before the tournament and decide who our dream team is, and they will be our participants. The rest of us will be the cheering unit."

A veteran heading into her third Corporate Challenge, Laws is eager to pick a strong team. "We haven't medalled



Jennifer Laws, captain of the U of A Corporate Challenge 8-ball Team, says anyone can participate in the Corporate Challenge events.

before—we haven't done so well in the past," she said. "But this year is the year."

Although the April 30 registration deadline has passed, Younk says university employees can register "almost right up until the start of the games."

Anyone concerned they aren't good enough to qualify could be in for a pleasant surprise, he said. "If you're a lousy pool player but a really good dart player,

we want you playing darts," he said. "But some of the captains are happy to really take you under their wing and train you. Everyone can participate."

The event helps develop a strong sense of community on campus, said Younk, who is co-ordinating the U of A teams for the second time.

"I have met so many people on campus through this, and it has helped with work-

related issues too," he said. "These kinds of things allow you to meet other people who you wouldn't otherwise meet."

Laws agrees. "It is a great way to meet a lot of people on campus—it's tons of fun."

The Corporate Challenge events run May 24–8. June Anyone interested in joining a team—everything from table tennis to triathlon—can sign up at www.ualberta.ca/challenge. ■

More than an apple for teaching excellence

Professors, instructors earn accolades

By Stephen Osadetz

With the academic year coming to an end, the University of Alberta honoured its top teachers during a reception May 1. Five professors and two sessional instructors were awarded the Rutherford Award for Excellence in Undergraduate Teaching and the William Hardy Alexander Award for Excellence in Sessional Teaching, respectively.

Doug Owram, U of A Provost and Vice-President (Academic), recognizes the Rutherford Award, along with the Kaplan Award and the University Cup, as one of the university's top teaching accolades. Awards such as these, he says, are essential at big schools like the U of A: The Rutherford Award "sends a signal to other faculty members and to students that teaching matters," he said. "It's especially important in a big research university such as this that we send that message."

In reflecting on his own favourite teachers from his school days, Owram says: "You remember those teachers forever. ... It was the enthusiasm that they gen-

erated in class that led me to take history as a graduate student."

The Rutherford Award, instituted in 1982, is intended not only to recognize but also to promote teaching excellence at the U of A. To qualify for the prestigious award, professors must have taught at the university for at least five years, and they must have a superior command of their subject matter, their students, and their own teaching abilities.

Of the award recipients, Dr. Terry Daniel, professor of business, has the most teaching experience at the U of A. He joined the faculty in 1971, and has since received the J. D. Muir Award for Distinguished Teaching, the Labatt's Distinguished Teaching Award, and is a three-time winner of the MBA Professor of the Year award. Despite these accolades, this is the first time he has won the Rutherford Award.

His reaction to being awarded the honour is understated and modest: "I was pleased. It's always nice to get confirmation

of your efforts." Though he teaches game theory, a field that studies abstract models of rational decisions, Daniel places a lot of importance on empathizing with his students. "Being able to know where (one's students) are at any time, a sensitivity to how they are handling the material is as important a characteristic as any."

But Daniel knows that success in the classroom ironically depends on at least some failure: "I've had as many failures as successes, but I pick up on the failures. If something doesn't work, I always try to come back the next day with a new approach."

Another recipient of the Rutherford award, Dr. Lynn Gordon Calvert, teaches future teachers. As a math professor in the department of elementary education, Gordon Calvert must do more than just teach well. "Because I'm in the business of teaching, one of the things that's really important is that I need to be a role model of excellence in teaching for my students," she said.

Gordon Calvert was thrilled and surprised to win the award, especially because math is one of the most dreaded, difficult subjects for education students. "Many of my students come to me with extremely negative experiences in math," she said. "My job is to show them that math can make sense, and that can be an overwhelming, amazing experience for a lot of them."

In addition to Dr. Daniel and Dr. Gordon Calvert, the Rutherford Award is going to Dr. Shannon O'Byrne of the Faculty of Law; Dr. David Rayner of the Faculty of Medicine and Dentistry; and Dr. Gail Amort-Larson of the Faculty of Rehabilitation Medicine. The two sessional instructors to receive the William Hardy Alexander Award are Dr. Hedy Bach of the Faculty of Education and Dr. Ross Bradford of the Faculty of Business. In addition to the recognition that comes with the award, the seven winners are presented with a plaque and a \$3,000 cheque. ■

Two new directors named

New leadership for Development, MSTR

By Simon Kiss

Two directors have taken up positions at the University of Alberta recently. Doug Mann has been appointed as the university's new director of development and Ray Lemieux has been named director of the Microsystems Technology Research Institute (MSTR).

Mann has several years of experience in major-gift fundraising and fundraising for universities. He has previously worked for the University of Calgary and St. Mary's University in Halifax, NS.

"I'm really excited about focusing on capacity building in development, putting together the strategy and the team to meet

the next fundraising campaign," said Mann.

That campaign is being planned right now. Mann said that a final financial goal hasn't been set for the campaign yet, but will be established in the next few months, following discussions and consultations with faculty.

"It'll be a campaign of campaigns. There are a number of major initiatives underway in several of the faculties. And the objective is to tie it into 2008, the one-hundredth anniversary of the university."

Meanwhile, Lemieux is getting his feet wet at MSTR. Founded in 2001 at the University of Alberta, the institute often

regarded as the on-campus forerunner to the prominent National Research Council's National Institute of Nanotechnology Institute, is housed in the new Electrical and Computer Engineering Research Facility.

The institute supports research that develops prototype microsystem devices with potential for commercialization within a one to two-year time frame.

Access to the University of Alberta's intellectual capital and its microsystem infrastructure, along with a capital pool to support pre-commercial investigations, helps companies to bridge the gap between developing a concept and demonstrating its

worth. MSTR intends to bridge that gap.

"If MSTR's efforts yield two to three companies within the timeframe that it is now operating, and these companies are operating in the black, I think MSTR will be judged a success," he said.

Lemieux is no stranger to getting products based on new ideas to market, and companies in the black.

"I've been a research scientist, international marketer, technology manager and president in four widely different technology start-up companies. As a result, almost every little facet of a technology start-up company, I've done." ■

talks & events

Submit talks and events to Cora Doucette by 9 a.m. one week prior to publication. **Folio Talks and Events listings will no longer accept submissions via fax, mail, e-mail or phone. Please enter events you'd like to appear in Folio and on ExpressNews at: <http://www.expressnews.ualberta.ca/ualberta/L2.cfm?c=10>**

APR 01 - OCT 31 2002

Standard First Aid/Heartsaver Courses.

The Office of Environmental Health and Safety has arranged for Standard First Aid/Heartsaver courses to be held on campus once again this year. The training is comprised of two full-day sessions (8:00 a.m. to 4:00 p.m.) with morning, lunch and afternoon breaks. The cost is \$80.00 per person. The first course will be held in early April and the last at the end of October. Registration is limited due to classroom size. For further information and registration forms please call Cindy Ferris at 492-1810 or e-mail cindy.ferris@ualberta.ca or visit the home page at <http://www.ehs.ualberta.ca/training.htm#CPR>

APR 26 - MAY 03 2002

Citizen of the World: John Peters

Humphrey and the Universal Declaration of Human Rights. Exhibit Viewing Times: April 26 - 28: Fri., 8:30 a.m. - 1:00 p.m., Sat.: 8:30a.m. - 4:30 p.m., Sun. 8:30a.m. - 1:00 p.m. April 29 - May 3: Monday - Friday 8:30 a.m. - 4:30 p.m. TELUS Centre, 87th Avenue - 111 Street, University of Alberta.

APR 29 - MAY 08 2002

Faculty of Extension Nature of Love, an exhibition by Amanda Sinclair, for the final visual presentation for the Fine Arts Certificate. Opening reception: April 26, 6-8 p.m. Gallery Hours: April 29 and 30, 8:30 a.m. - 8 p.m. May 1- 8 a.m. - 4 p.m., Mon thru Fri. Location: Extension Centre Gallery, 2nd floor, University Extension Centre.

MAY 03 - 05 2002

Social Justice Institute St. Joseph's College, in collaboration with the Social Justice Commission of the Archdiocese of Edmonton, and the Canadian Catholic Organization for Development and Peace, has organized a Social Justice Institute to be held at the College May 3-5 on the theme "Living Faithfully in a Troubled World." The Institute, consisting of several keynote talks and 5 workshops, offers an opportunity to reflect upon the Scripture's call to justice and ways for us to respond. Registration and other details can be found in the brochure available from St. Joseph's College, 492-7681. Location: St. Joseph's College, University of Alberta.

MAY 03 2002

Department of Biological Sciences

Genetics 605 Seminar Series. Molecular Biology and Genetics Research Group. Dr. Robert Duronio, University of North Carolina, Lineberger Cancer Institute, USA, speaking on "Gene expression and cell cycle control during Drosophila development." M-149, Biological Sciences Building, 4:00 p.m.

MAY 03 2002

Faculty of Pharmacy and Pharmaceutical Sciences, Faculty Seminar Series Dr. Manish Diwan, PhD, Post-Doctoral Fellow, will present

"Microencapsulation of antigens in biodegradable polymers to potentiate the immune responses." Location: Dentistry/PharmacyCentre Room 2031, 4:00 p.m.

MAY 05 2002

A Stitch in Time: Quilt Lecture and Strawberry Tea Enjoy a special presentation on quilting, followed by a strawberry tea, a chance to see the quilt exhibit in the Human Ecology Building and a special behind-the-scenes look at the Clothing and Textiles Collection. Tickets are \$12. For more information call Museums and Collections Services at 492-5834. Sponsored by the Department of Human Ecology, the Friends of the University of Alberta Museums and Museums and Collections Services. Happens at 1:00 to 3:00 p.m. in Room E-120 Physical Education.

MAY 05 2002

Traditional Tea Ceremonies Tea ceremonies will be hosted in the Ozawa Pavilion, which is an authentic Japanese Tea House, set in the tranquil Kurimoto Japanese Garden. Sittings will be held at 1:30, 2:15, and 3:00. Maximum of 4 people for the 1:30 and 2:15 sitting and for the 3:00 sitting a maximum of 20 people. Experience this Japanese custom in a unique setting! Cost is \$5.00 per person. General admission rates also apply. Contact Visitor Services, Devonian Botanic Garden, (780) 987-3054 for further information.

MAY 06 2002

John Dossetor Health Ethics Centre Candidate for Director. Title: "Interferon for Multiple Sclerosis in the UK and Antiretrovirals in Thailand: The Challenge of Community Participation in Health Policy Decisions" presented by Reidar Lie, MD, PhD, Professor of Philosophy, University of Bergen, Norway

Adjunct Professor Thammatai University, Thailand. Time: 12 noon - 1 p.m. 207 Heritage Medical Research Centre. Website: www.ualberta.ca/bioethics.

MAY 07 2002

Career and Placement Services (CaPS)

Workshop: Career Decision Making Strategies. Location: CaPS classroom; Rm 4-02 SUB. Workshop: Career Decision Making Strategies. Pre-register at CaPS, 2-100 SUB, and receive a voucher for a FREE career advising consultation. Workshop runs from 1-4 p.m. Location: CaPS classroom; 4-02 SUB.

MAY 07 2002

Faculty of Nursing Renowned speaker and author, Dr. Robert Rich, Professor of Law, Institute of Government and Public Affairs, University of Illinois at Urbana-Champaign will deliver a free public lecture on "Health Care and Public Policy—whose job is it?" at 4:15 on May 7, 2002 in the TELUS Centre, 111 Street and 87 Avenue, U of A. Dr. Rich is being sponsored by the Centre for Knowledge Transfer, a national interdisciplinary Centre involving health and social science disciplines from four universities. The Centre has its headquarters at the Faculty of Nursing, U of A.

MAY 07 2002

Sharing Humanity and the Effects of HIV/AIDS Event sponsored by Doctors without Borders (MSF). "Sharing Humanity and the Effects of HIV/AIDS." Chentale de Montigny, the regional coordinator of MSF and Dr. Kipp, from the faculty of Public Health Sciences, will give presentation on Sharing Humanity and the effects of HIV/AIDS at 7:30 pm at the University of Alberta Faculty Club (11435 Saskatchewan Dr.) Reception to follow. Admission by donation.

MAY 07 2002

Department of Music Master of Music Recital. Tomoe Aoki, piano. Free admission. 8:00 p.m.

MAY 08 2002

Career and Placement Services (CaPS) Workshop: Creating Resumes & Cover Letters that Work! Pre-register at CaPS, 2-100 SUB, and receive a voucher for a FREE resume and cover letter consultation. Workshop runs from 1-4 p.m. Location: CaPS classroom, 4-02 Students' Union Building.

MAY 08 2002

Career and Placement Services (CaPS) Workshop: Creative Work Search Strategies. Pre-register today at CaPS, 2-100 SUB, and receive a voucher for a FREE work search consultation. Workshop runs from 10-11:30 a.m. Location: CaPS Classroom; 4-02 SUB.

MAY 08 2002

John Dossetor Health Ethics Centre Jerome Bickenbach, LLB, PhD, Professor, Faculties of Law, Rehabilitation Medicine and Philosophy, Queen's University, presents: "The Saga of D.H.: Ethical Considerations of a Recent Case in Health Care Decision Making." (An ethical review of the recent Alberta government decision to force a Calgary teenager to accept medical treatment.) Time: 10:00 a.m. Everyone Welcome. Location: 207 Heritage Medical Research Centre.

MAY 09 2002

Career and Placement Services (CaPS) Workshop: Interview Skills. Pre-register at CaPS, 2-100 SUB today, and receive a voucher for a FREE mock interview consultation. Workshop runs from 1-3:30 p.m. Location: CaPS classroom; 4-02 SUB.

MAY 09 2002

Health Organization Studies Event sponsored by Health Organization Studies, in collaboration with the Centre for Health Outcomes Research and the Centre for Knowledge Transfer. Multiple Meanings of Evidence in the Adoption and Diffusion of Health Care Innovations. REVISED VERSION***** This is a Public Lecture from 10:00 a.m. - 11:30 a.m. on Thursday, May 9, 2002. The lecture is being co-sponsored by the Health Organizational Studies Group, the Centre for Health Outcomes Research and the Centre for Knowledge Transfer. We have applied to RGO for AHFMR Visiting Lecture funds. The lecture will be given by Professor Jean-Louis Denis, University of Montreal. Professor Denis is CIHR/CHSRF Chair in Transformation and Governance of Health Care Organizations. Location: Stollery Centre, Faculty of Business 5th Floor.

MAY 09 2002

Lunch and Learn Presentation Event sponsored by Health Promotion & WorkLife Services.

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- 1) Provide volunteer service above and beyond the requirements of one's employment and which involves an outstanding contribution of personal time and effort for the benefit of others;
- 2) Promote goodwill between the University and the community;
- 3) Create positive awareness of the University within the community by bringing honour to or enhancing the reputation of the University;
- 4) Further the aims of the University in creating partnerships (social, cultural, economic).

The competition is open to groups and/or individuals in Alberta, Canada, and other countries including non-alumni members of the public, alumni of the University of Alberta, and members of the University academic and support staff. Posthumous nominations may be considered.

Further nomination and eligibility information may be obtained on the internet at www.ualberta.ca/governors/distinction.htm, or by contacting:

**Office of
The Board of
Governors**

3-31 University Hall
University of Alberta
Edmonton, AB T6G 2J9

Phone: 780-492-4954
Fax: 780-492-2726

NOMINATION DEADLINE IS MAY 17, 2002

"Naturopathy/Alternative methods of Managing Diabetes." Time - 12:00 p.m. - 1:00 p.m. Naturopaths typically recommend an assortment of approaches in an attempt to boost your natural defenses (the immune system), restore good health, and prevent disease. Join us for this lunch & learn presentation to learn about different techniques for managing diabetes through the use of alternative forms of medicine and stress reduction. Location: CAB 3-73. Website: <http://www.hrs.ualberta.ca/efap/news/>

MAY 10 2002

Department of Physiology Event sponsored by Department of Physiology and CIHR Membrane Protein Research Group, supported by AHFMR. Speaker: Dr. Jennifer E. Van Eyk, Department of Physiology, Queen's University, presents: "Proteomics and heart disease: physiological and clinical implications." 3:00 p.m. in 207 Heritage Medical Research Centre.

MAY 10 2002

Office of Environmental Health & Safety Occupational Health & Safety in the 21st Century, Regulatory Change - Alberta. Significant regulatory changes are around the corner. Are you ready for them? To find out more about these changes and how they will affect you, your staff or the University, attend the information session presented by Kenn Hample, Workplace Health & Safety, Alberta Human Resources and Employment on Friday, May 10th, 2002 from 9:00 a.m. - 11:00 a.m. in Room 2-115 Education N. The session is being offered by the Office of Environmental Health & Safety. There is no charge and the session is open to all interested parties although space is limited. Please register by email: cindy.ferris@ehs.ualberta.ca If you require clarification or have any questions, please contact Cindy Ferris at 492-1810.

MAY 10 2002

Faculty of Pharmacy and Pharmaceutical Sciences, Faculty Seminar Series Dr. Jerry Miller, PhD, will present "A multistep, targeted approach to management of human ovarian carcinoma." Dentistry/Pharmacy Room 2031 at 4:00 p.m.

MAY 11 2002

Philosophers' Cafe - Is it wise to hope? Nina's Restaurant, 10139 - 124 Street, from 2:00 to 3:30 p.m. TOPIC: "Is it wise to hope?" GUEST SCHOLAR: Wendy Edey, Director of Counselling, Hope Foundation. MODERATOR: Bernard Linsky, Chair of Philosophy. Since the myth of Pandora, scholars have argued whether hope is a blessing or a curse. The views have ranged from Nietzsche (1878), who declared it "The worst of evils for it prolongs the torment of man," to Menninger (1959), who was adamant that it is "an indispensable factor in treatment." Norman Cousins (1989) offered the position that we simply know too little not to hope. What difference does hope make? Where do we find hope? Is it possible to instill hope in others? If we find a way to instill it, is it always ethical to do so? Given the evidence that hope keeps us striving for things we cannot always achieve, is it wise to hope?

MAY 11 - 12 2002

Mothers Day Get Growing Plant Sale The Devonian Botanic Garden presents: Mothers Day Get Growing Plant Sale. Held at the Alice MacKinnon Horticulture Centre, south of the Japanese Garden. There is no admission fee to attend the plant sale, however regular admission fees apply to view the Garden. Proceeds from the sale contribute to the operation of programs and facilities at the Devonian Botanic Garden. Contact Visitor Services at (780) 987-3054 for further information. From 10:00 a.m. to 4:00 p.m.

MAY 13 2002

Department of Biological Sciences PhD Thesis Seminar, William Klimke, "Transmembrane Complexes and Donor-Recipient Cell Interactions Mediated by the Conjugative F Plasmids," 1:00 p.m., CW 410 Biological Sciences Bldg.

MAY 13 2002

Department of Cell Biology Dr. Michel Desjardins presents: "Proteomics and Cell Biology: Insights into phagosome functions and host-pathogen interaction." 9:30 - 10:30 a.m. Location: 5-10 Medical Sciences Building. Event sponsored by AHFMR.

MAY 14 2002

Lunch and Learn Presentation Event sponsored by Health Promotion & WorkLife Services. "Stress Management and Personality Development." Presenter: Andrei Harabor, University of Alberta Hospital. Time - 12:00 p.m. - 1:00 p.m. We all know stress when we see it (or feel it), yet it's hard to define. It is also a fact that stress doesn't just arise from unpleasant, aggravating events. Positive happenings like getting married, starting a new job, being pregnant, or winning an election can also create tension and stress. It is not always the external events that are stressful but your perception of them. Everything from headaches, stomach upset, skin rashes, back pain, or a racing heartbeat can be stress related. In fact, every organ in the system can be affected, from the skin to the heart. Join us for this session to learn how Sahaja Yoga can help you manage your stress and help bring balance into your life. Location: CAB 3-73. Website: <http://www.hrs.ualberta.ca/efap/news/>

MAY 15 2002

iCORE Distinguished Lecturer Series Live by videolink (University of Alberta Telus Centre, Room 134), Dr. Michael Brett will present, Applications of nanoengineered materials. LIVE LOCATION: Biosciences 587, University of Calgary. Happens at 4 p.m. Admission is free. Everyone welcome. This presentation will also be Web cast and available for desktop viewing within 24 hours of live presentation at <http://www.icore.ca>.

MAY 15 2002

Nutrition and Metabolism Research Group Dr. Philip C. Calder, Reader in Human Nutrition, School of Medicine, University of Southampton, UK will be giving a research seminar at 11 a.m. entitled: "N-3 Fatty Acids and Inflammation: From Cell Biology to the Clinic." Location: Classroom D (2F1.04) Walter Mackenzie Centre.

MAY 16 2002

John Dossetor Health Ethics Centre Event sponsored by John Dossetor Health Ethics Centre, JP Das Developmental Disabilities Centre & L'Arche Edmonton. "Searching For Hope." Time: 7:30 p.m. Presenter: Jean Vanier. Mr. Vanier has been a strong advocate for people with disabilities. Mr. Vanier has worked extensively to provide loving home and life long relationships for people who may be seen as disadvantaged. The talk is FREE but a collection will be taken to support this evening, the work of Jean Vanier and the work of L'Arche. Location: Van Vliet Centre. For more information: (780) 465-0618 or Web site: www.larcheedmonton.org

MAY 16 - 25 2002

Light Shining in Buckinghamshire A twisted historical drama by Caryl Churchill, one of the most significant playwrights of today. This play explores the struggle of the lower classes in 17th Century England, which have striking parallels with society today. Runs May 16-25, 2002, 8 p.m., matinee Thurs May 23 at 12:30 p.m. Call 492-2495 for info and tickets.

MAY 17 2002

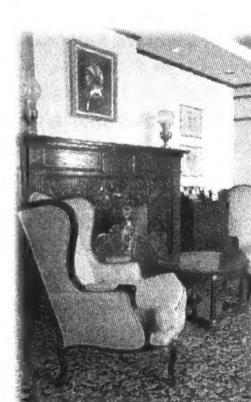
Department of English William B. Warner speaking on "Making the Internet a Matrix for the Humanities: Projects and Issues." 12:00 noon. Free admission. L-3 Humanities Centre.

MAY 17 2002

Department of Physiology Event sponsored by Dept. of Physiology and CIHR Membrane Protein Research Group, supported by AHFMR. Dr. Ernesto Alejandro Aiello, Universidad Nacional De La Plata, Argentina, speaking on "sodium/bicarbonate co-transport and cardiac function." Time: 3:00 - 4:00 p.m. Location: 207 Heritage Medical Research Centre.

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The University of Alberta Libraries, with a long tradition of service excellence to the university and its communities, seek a dynamic individual to lead the development of Peel's Prairie Provinces (<http://www.peel.library.ualberta.ca>) a multi-faceted portal which is the foundation of the Libraries' digital library initiatives.

Peel's Prairie Provinces will contain such components as a Web-searchable bibliographic database (including all relevant publications that relate to western Canadian studies), and full digital text of all copyright cleared publications. It will house K-12 curriculum resources and will link current, high-quality, web/internet information resources – Web sites, electronic databases, e-journals, books, films, music, photographs, and digitized artifacts – with published sources accessible through the on-line catalogues of major libraries. The successful candidate will work within a team environment consisting of the digital projects co-ordinator, the digital initiatives technology librarian and the metadata and cataloguing librarian. Together, and with private and other institutional partners, they will work to enrich, develop and evaluate the content of Peel's Prairie Provinces Web site so as to build an outstanding resource in support of western Canadian studies.

The successful candidate will provide overall creative direction for the site, including but not limited to: the enrichment of the current bibliographic database; the selection of materials for digitization; and the intellectual management of content. He/she will also provide reference service, engage in bibliographic research and collection development (in relevant disciplines) and liaise with teaching faculty and students.

The University of Alberta Library is Canada's second-largest research library, with a collection exceeding five million volumes. The library has a unique relationship with the broader community through NEOS, a central Alberta consortium consisting of 19 government, hospital, college and university libraries and through the Alberta Library. The library has a partnership with OCLC for cataloguing of materials. Visit our website at <http://www.library.ualberta.ca>.

Qualifications will include an MLS degree from an accredited library school. Undergraduate studies will have had a Canadian or western Canadian focus. An MA in a western Canadian studies discipline is desirable, as is relevant knowledge of digital initiatives. French language proficiency would be an asset.

This tenure-track position is classified at the Librarian I level with a current salary range of \$38,332-\$70,320. Librarians at the University of Alberta have academic status and in addition to professional competence, criteria for promotion include professional involvement outside the library, university and community service and scholarly activities. Librarians participate in a generous benefits program.

Closing date for the position is May 24, 2002. To apply, please mail, fax or e-mail your résumé and the names of three references to:

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ADVISORY SEARCH COMMITTEE for Vice-President (Facilities and Operations):

ACADEMIC STAFF NOMINATIONS

On June 22, 2001, the Board of Governors approved the division of the existing Vice-President (Finance and Administration) portfolio in order to create two vice-presidencies: a Vice-President (Finance and Administration) and a Vice-President (Facilities and Operations). Given the recent departure of Mr Jim Mitchell, the President has now initiated the process for a search for a Vice-President (Facilities and Operations).

The composition of the Advisory Search Committee for Vice-President (Facilities and Operations) includes two (2) members of the continuing full-time and/or part-time faculty (Categories A1.1, A1.5 or their counterparts in A1.6) and one (1) member of the Administrative Professional Officer (APO)/Faculty Service Officer (FSO)/Librarian staff (Categories A1.2, A1.3, A1.4), none of whom hold administrative positions as defined in Section 22.3.2(4) of the GFC Policy Manual (eg, Dean or Department Chair). Staff who are on leave are not eligible to serve. Nominees must also be agreeable to standing for election to the Advisory Search Committee.

Dr Fraser will chair the meetings of the Advisory Search Committee that already have been scheduled on the following days: June 13 (8:30 am - 12:00 pm); July 17 (8:30 am - 12:00 pm); August 21 (all day); August 22 (12:00 pm - 5:00 pm); and August 23 (12:00 pm - 5:00 pm). A 'wrap up' meeting of the Advisory Search Committee will be held on either September 5 (1:30 pm - 4:00 pm) or September 10 (1:00 pm - 3:00 pm). Nominees should be able to attend these scheduled meetings and should note there may be additional meetings.

Written nominations supported by the signatures of five (5) members of the continuing full-time and/or part-time academic staff (not including the nominee) should be submitted to the Director of the University Secretariat, Ellen Schoeck, 2-5 University Hall. **Nominations must be received by 4:00 pm on Wednesday, May 15, 2002.**

The composition of this Advisory Search Committee for Vice-President (Facilities and Operations), and the nomination and election procedures, are available in the University Secretariat (2-5 University Hall) and through the University Secretariat's website located at www.ualberta.ca/~unisecr/policy/sec102.html.

If you have any questions about
eligibility to serve or to nominate,
please call Ellen Schoeck at
local 2-5430.



UNIVERSITY OF
ALBERTA

An Italian *love* affair

U of A's Cortona 'campus' pieces history together

By Geoff McMaster

Ten years ago, U of A archeologist Helena Fracchia tripped over a rock in the small suburb of Ossaia, Italy. It's as good a place as any to mark the beginning of an ongoing love affair between the University of Alberta and the Tuscan town of Cortona.

Fracchia had been visiting friends in Malibu, California when she met Cortona's archeological advisor, who told her the town was looking for a foreign university to help excavate what appeared to be an ancient Roman site. It seems the foreign connection would help the town cut through a lot of time-consuming red tape.

"He said they weren't really sure what it was, but there was this big standing wall, and would we like to take a look at it. So we went to find this wall, which had been drawn in the 1780s by a French artist. It was covered by blackberry bushes, and I literally tripped over a block, part of a huge ancient cistern."

And that was all it took—it was love at first sight.

It turned out the wall was part of a huge ancient Roman complex spanning about 1,000 years, occupied between the fourth century B.C. and the sixth century A.D. Once owned by the Roman Imperial family, it covers three terraces of a hillside. In fact the site is so expansive, and in some places so deep, it may never be completely excavated.

Now the numerous artifacts Fracchia and dozens of U of A graduate students have unearthed will form a permanent part of a new National Archeological Museum in Cortona, scheduled to open in 2003. Six rooms—or rather, former cells of a renovated 14th-century prison—will be dedicated to the U of A, with the university's crest on every display case. It's all part of a joint project between the Italian government and European community to create an archaeological park around Cortona, including the excavation at Ossaia.

"The relationship between the town of Cortona and the University of Alberta is extremely important," said the town's vice-mayor and cultural assessor, Walter Ceccarelli. "Thanks to the archeological excavations at Ossaia, Cortona—long known for its Etruscan heritage—has been able to trace its history through the Roman period as well."

On display in the new museum will be several mosaics, almost 400 coins, jewelry, pottery and brick stamps "which give us the whole chronological passage from owner to owner of the site through a large portion of its life," said Fracchia.

The U of A's presence has become an integral part of life in this small medieval town. Because of the success of the dig, and the popularity of the students who came to work at the field school every year, a unique "term abroad" program was set up in Cortona five years ago.

About 40 undergraduate students are able to take credit courses in the heart of this cultural and historical "living laboratory" during second term—everything from Italian art and architecture to the history of the Italian garden to sociological interpretations of the Venetian carnival. For many of the students, context makes all the difference.

"Whenever you're transported to a new culture, you learn a lot about your own," said student Oliver McLaren, a fourth year psychology student. "You learn a lot about how you're different from the people around you. The Italians place a lot of value in their relationships with other people—we (Canadians) are a little more removed from each other."

Every June, however, Fracchia's attention returns to the dig and the annual, six-week archeological field school. There's nothing more exciting, she says, than speculating over ancient cultures with enthusiastic, bright young

minds. Some of her best moments at the site, she observes, are relaxing with the team at the end of a long, hot day of tedious physical labour.

"You let your mind play and reconstruct what happened—it's the most exciting thing in the world." All the more so, perhaps, because the pieces of the puzzle fall into place so gradually.

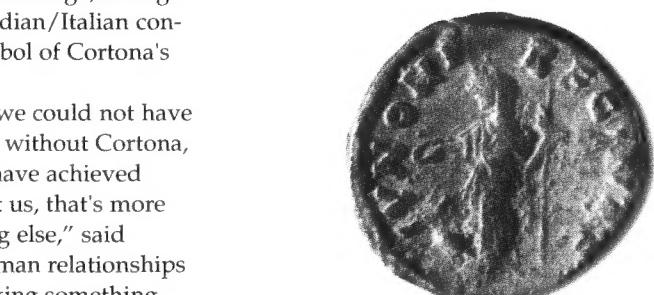
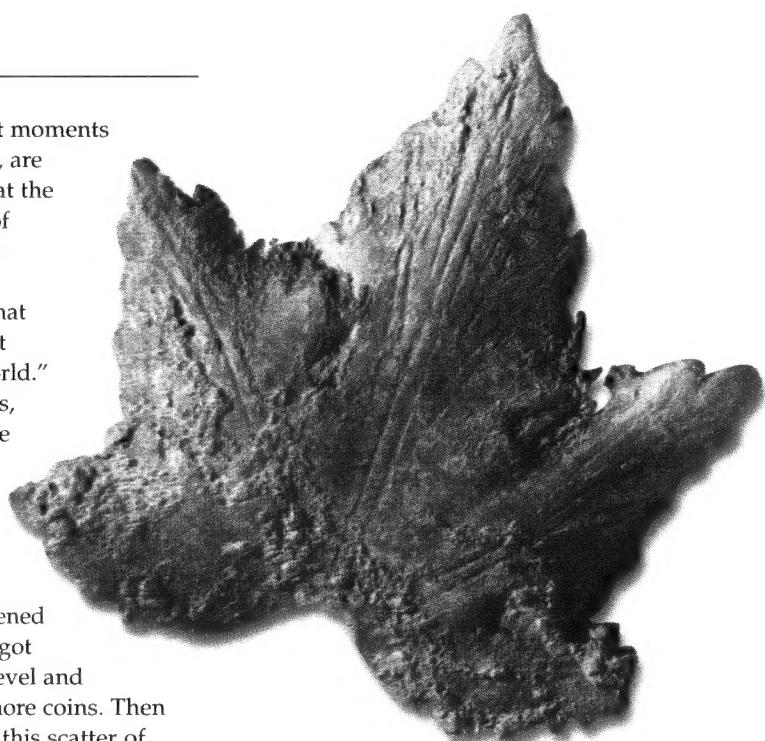
"One year on this floor we found 90 coins," she recalled. "Two years later we opened up the trench beside it, got

down to the same level and started finding more coins. Then in the centre of this scatter of coins, we started getting pieces of a very strange clay pot. All of a sudden we realized that the pot had broken and the coins had spilled out—it was absolutely fantastic."

On another occasion the team found what appeared to be a bronze maple leaf. "It's actually a vine leaf, but when we found it, the Canadian team went berserk." That image, strangely symbolic of the Canadian/Italian connection, is now the symbol of Cortona's stock wine.

"When I think that we could not have achieved what we have without Cortona, and that they couldn't have achieved what they have without us, that's more important than anything else," said Fracchia. "It's about human relationships across cultures and making something work to the mutual advantage of both." ■

Artifacts from the archaeological dig at Cortona: (top) A mosaic emblem from the late-antique phase; upper right: A first or second-century cast bronze ivy leaf is a favourite because of its resemblance to the maple leaf; Centre: A bronze coin of Vespasian from 69 - 79 A.D.; Right: A silver coin of Faustina Minor (wife of Marcus Aurelius); Bottom left: a view of the dig site with Cortona in the distant background.



folio **back**
page



Career Connections

Spring / Summer 2002

Upcoming Events Spring / Summer 02

Please note that the following schedule does not include employer information and briefing sessions. Dates and locations of events are subject to change.

May 7	Workshop: Career Decision-Making Strategies
May 8	Workshop: Creative Work Search Strategies; Creating Resumes and Cover Letters That Work!
May 9	Workshop: Interview Skills
May 22	Workshop: for Graduate Students: So you Want to Be an Academic
June 12	Workshop: for Graduate Students: Writing an Effective CV & Cover Letter
June 18	Workshop: Creating Resumes and Cover Letters That Work!
June 19	Workshop: Interview Skills
July 3	Workshop: for Graduate Students: Academic Interview: Advice for Perfecting Your Interview Skills
July 17	Workshop: for Graduate Students: Establishing a Career Outside Academia

For more information on these events, as well employer information and briefing sessions, and jobs posted at CaPS, check our web site (www.ualberta.ca/caps) or come up to CaPS, 2-100, SUB.

"I would recommend someone to attend this workshop. The mock interview exercise really helps one to prepare for the interview."

Interview Skills Workshop
4th year Engineering student

Don't
cancel class,
call CaPS

Are you concerned about your
students' employment prospects?

Do you have students coming to
you for career advice?

Do you want to help your students
create a winning resume or
improve their interview skills?

Did you know that CaPS staff are
available to help you help your
students with their career needs?

Since we first opened our doors over 12 years ago, CaPS staff have done hundreds of in-class presentations on a variety of career and employment-related topics - from making career decisions to work search techniques, from writing resumes and cover letters to preparing for job interviews. We have the expertise to develop and deliver presentations to students in all disciplines and at all levels of study - from 1st year to Ph.D.

We welcome any opportunity to speak directly to students - even if it's just for 15 minutes to let them know about the services and resources we have available. So if you have some "free" class time available or if you are looking for someone to "fill in" for a class, give us a call. Arrangements can be made with Sherry Wallace, Advising Programs Coordinator (492-4313 or sherry.wallace@ualberta.ca) for presentations to undergraduate students, and with Janis Shaw, Graduate Student Career Advisor (492-4303 or janis.shaw@ualberta.ca) for presentations to graduate students.

New and Improved Web site

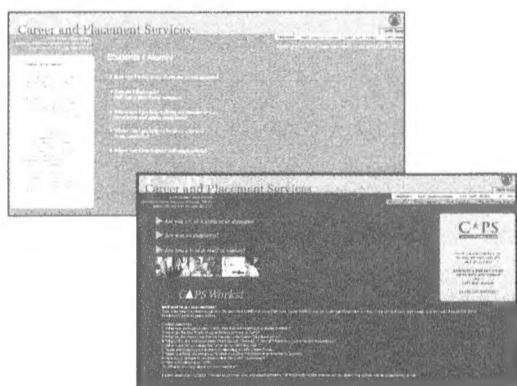
CaPS is pleased to bring you our new and improved web site - check it out today!

Whether you are a student, alumni, employer, staff member or visitor, you can navigate through our user-friendly site with ease. Answers to your key questions are readily available, and you'll find out just how CaPS can meet your specific needs.

Students and alumni will discover the variety of career services CaPS offers that include, but are certainly not limited to, where to find help for writing a resume, improving your interview skills, finding a job or starting a business, and exploring career options.

If you're an employer, you'll find out how to advertise an employment opportunity and promote your organization to students and alumni.

Within the staff/visitor section, you'll find information on our Spousal/Employment Partner Program (S/PEP). Parents are directed to pages that show just how CaPS can help their children with their career planning.



www.ualberta.ca/caps

CAPS

Career and Placement Services

2-100, Students' Union Building,
University of Alberta

Hours of Operation

September to April- Monday to Friday
8:30 am to 4:30 pm

May to August- Monday to Friday
8:00 am to 4:00 pm

Phone (780) 492-4291

Fax (780) 492-1225



Services are available to assist with mobility, vision and hearing difficulties. Please contact CaPS one week in advance if you require a sign language interpreter.

Contents:

CaPS New Resources	2-3
Employer List	2-6
Spring Ahead	4
Careers Day	5
CaPS Expands Services	5
Book Reviews	5-6
Lunch and Learn to Earn!	6
The First Day of The Rest of Your Life	6

NEW CaPS RESOURCES

CaPS has acquired a number of new resources this past term. The following is a list of materials acquired between January and April 2002. CaPS adds to its collection regularly, so be sure to drop by and inquire about materials that could be applicable to you. The list is divided into seven sections: 1. Career Planning 2. Resumes, Cover Letters, Curriculum Vitae and Portfolios 3. Work Search 4. Discipline Specific 5. Labour Market 6. Post-Secondary Education 7. Self Employment 8. International 9. Other

CAREER PLANNING

Career Monographs-- CaPS receives between ten and fifteen new career profiles of Canadian occupations each month. The career descriptions outline working conditions, education requirements, labour market forecasts, and sources of additional information.

Career Planner: Choosing an Occupation-- This handbook assists individuals in identifying and discovering how skills, interests, values, and traits relate to work roles. It also assists individuals develop career planning action plans and problem solving strategies. Sources of additional information relating to career planning are included.

Dream Job Generator!-- This book contains some useful internet techniques and resources for various career planning and work search topics. Some of the subjects include career planning, employer and salary research, electronic resumes, career fairs and internships, work opportunities. The majority of sites are Canadian or American.

RESUME, COVER LETTERS, PORTFOLIOS AND CURRICULUM VITAE GUIDES

Designing the Perfect Resume-- One chapter is dedicated to choosing effective action verbs and other "power words" for your resume. Most of this book is intended to assist with the design of your resume. If you are considering careers in more conservative settings such as management, banking or accounting, the resumes in the first portion are the most appropriate. The second section is for more creative types of occupations, such as actors, graphic designers, artists and advertising professionals.

Developing a Professional Vita or Resume-- This resource contains useful tips for compiling both a resume and curriculum vitae. It is intended for individuals who have limited experience in resume or cv writing.

The Everything Cover Letter Book: Great Cover Letters for Everybody from Student to Executive-- There are some general tips for writing effective cover letters as well as hundreds of examples. Cold letters, letters to employment agencies and executive search firms, networking letters, and other types of letters are included.

Resume Guide, Application Forms, Employment Letters-- This booklet was produced by Wilfred Laurier University Career Services and it provides tips and examples of the various types of resumes as well as a section on employment letters and application forms. The book is written for students and recent graduates.

WORK SEARCH (GENERAL)

201 Best Questions to Ask at Your Interview-- The CaPS staff often get inquiries about questions to ask the employer during the interview. Questions not to ask are also included.

101 Dynamite Questions to Ask at Your Job Interview-- This is another resource that provides questions to ask at your interview.

The Interview-- This resource was produced by Wilfred Laurier University Career Services and it provides advice for research, preparation, types of interviews, and sample questions.

Job-Hunting on the Internet-- This book is a guide to using the Internet during the work search. It has recently been revised and updated to include addresses and descriptions of some of the more useful job-hunting web sites. Each site is described extensively.

Job Seeker's Handbook: an Introductory Guide to Finding Work-- This booklet was produced by Alberta Human Resources and Employment and it discusses ways of finding work, such as networking and information interviewing. It also includes tips for compiling effective portfolios, resumes, cover letters, and application forms.

Steps to Employment-- This booklet was produced by the University of Victoria Student Employment Centre and it provides a brief summary of career exploration, the application process, and job interviews.

Student Employment Policy-- This resource describes all student employment programs as well as other programs offering non-paid assignments offered by the federal government.

Summer Work Search Web Sites-- Have you found a summer job yet? This handout was compiled for our summer career fair and it provides a list of employment web sites.

DISCIPLINE SPECIFIC

AGRICULTURE/FORESTRY/HOME ECONOMICS

Alberta's Agricultural Processing Industry 2002 Directory-- This directory provides company information, which includes contact personnel, products and brand names. The directory is divided into four sections: a description of Alberta's agricultural processing industry, company listing by product category, a location as well as a company index.

The Prairie Ag Directory 2002: Alberta and British Columbia edition-- This resource will help you locate organizations and companies in the agriculture business.

ARTS

2002 ACP Directory-- The Association of Canadian Publishers (ACP) produces an annual membership directory of Canadian publishers. CaPS receives this publication on an annual basis. The directory provides contacts as well as a description of the publisher and areas of specialization.

ATA/ASBA News Media Directory-- Are you considering a career in the media? This booklet lists contacts for daily newspapers, weekly and other periodicals, radio stations, and television stations in Alberta.

The Canadian Writer's Market: a Comprehensive Guide for Freelance Writers-- This book offers contacts for consumer magazines, literary and scholarly journals, trade, business, farm and professional publications, daily newspapers, book publishers, literary agents, awards, competitions and grants, writers' organizations and support agencies.

Theatre Listing: a Directory of Professional Theatre in Canada-- The directory lists theatre companies and rental spaces in Canada. Government departments, agencies, and associations are included. If you are interested in this directory, you should also refer to the Professional Association of Canadian Theatres (PACT) job postings. CaPS receives the postings regularly which are available at the information desk.

EDUCATION

AISCA Directory of Independent Schools-- The Association of Independent Schools and Colleges in Alberta (AISCA) produces this annual directory. There are school contacts as well as descriptions provided.

Community Adult Learning Councils and Literacy Contact List-- Just as it says! Contacts, including e-mail addresses, are provided.

Directory of State Associations of School Administrators-- If you are considering employment in the U.S., this is a handy resource that includes a listing of executive directors and addresses for state affiliates.

English as a Second Language: a Directory of ESL Programs and Services in Selected Urban Centres in Alberta-- This is an extremely comprehensive directory for individuals interested in teaching ESL. It is produced bi-annually by Alberta Learning and CaPS receives a copy regularly.

Resume Guide for Education Students-- This handbook was compiled by the University of Victoria's Student Employment Centre. It provides tips and samples of resumes and cover letters.

Teaching in Alberta: a Teacher Education Learning Resource-- If you are hoping to learn more about teaching in Alberta, or if you have an interview with a school board, this handbook is worth checking out. Some of the sections include the declaration of rights and responsibilities for teachers, code of professional conduct, substitute teaching, teacher certification, teacher growth, supervision and evaluation, teaching contracts and governance structures.

Web Sites for Teaching Overseas-- This handout was developed by CaPS and it provides some good web sites for teaching overseas.

ENGINEERING

Alberta Aerospace Capabilities Directory-- Most of this handbook provides details on the aerospace and defense industry. Descriptions of the companies are provided.

The Western Canadian Oilfield Work Directory-- If you are interested in working in the petroleum industry, check out this resource. It includes a comprehensive job seeker section, and tips for locating employment in the western provinces.

ENVIRONMENT

Envirocareers: a Guide to Careers in the Environment Sector-- This is a useful handbook for finding out more about career opportunities in the environment industry. It also identifies areas of employment for each job title.

Environmental Services Association of Alberta Directory and Buyer's Guide-- If you are looking for contacts in the industry, check out this updated resource.

Organizations Recruiting at CaPS from August 1, 2001 - April 3, 2002

3M Canada Company - London, ON	Alberta Alcohol and Drug Abuse Commission (AADAC)	Aspen Regional Health Authority #11	Blue Ridge Lumber (1981) Ltd.	Camp Wayne	Cargill Foods - High River
A-Pex International Studies Corp. (Div. of I.T. Investments Co. Ltd.)	Alberta Blue Cross	Augustana University College	Blueweed Services (A Division of D & E Kelly Corporation)	Camp Wohelo (Worship, Health and Love)	Cargill Specialty Canola Oils
ADC Software Systems Division	Alberta Cancer Board	Aventis - Calgary Regional Office	Boardwalk Equities Inc.	Campbell Scientific (Canada) Corporation	Caritas Health Group
AIDS Bow Valley	Alberta Energy Company Limited	Aventis - Sherwood Park	Bosco Homes (A Society for Children and Adolescents)	Canada Safeway Limited-Edmonton	Castro-Wunsch, Marco A.
AKITA Drilling Ltd.	Alberta Heritage Foundation for Medical Research	Aventis CropScience Canada - Fort Saskatchewan	Boylan Pharmacies	Canada Tech Ltd.	Cathedral Mountain Lodge & Chalets
AMEC Earth & Environmental Limited - Lloydminster	Alberta Long-Term Care Association (ALTCA)	B & K Recruitment Services Inc.	Boyle Street Co-op	Canada West Biosciences Inc.	Catholic Social Services - Edmonton
ASSIST Community Services Centre	Alberta Mental Health Board, Alberta Hospital Ponoka	BC Hydro	Boys' and Girls' Club - Edmonton	Canada World Youth - Prairies/NWT Regional Office	Certa ProPainters of Metro Edmonton
ATCO Electric	Alberta Motor Association	BP Canada Energy Company	Boys' and Girls' Club - Leduc	Canadian Education Centre (CEC)	Certified Management Accountants of Alberta (CMA Alberta)
ATCO Gas	Alberta Newsprint Company	BW Technologies Ltd.	Brandon Regional Health Authority	Canadian Federation of Independent Business	Champion Feed Services Ltd.
ATCO Structures Inc.	Alberta Plywood Ltd. (A Subsidiary of West Fraser Timber)	Bacchus Group Inc., The	Brite Beginnings Daycare	Canadian Forest Products - Fort St. John	Chewynd Forest Industries (A Division of West Fraser Mills)
Aboriginal Technical Services Ltd.	Alberta Pulse Growers Commission Zone 3	Backyard Alberta Inc.	Bruin Reforestation Limited	Canadian Forest Products Ltd. - Chewynd Division	Chevron Canada Limited - Vancouver
Advantage Vegetation Control Service Ltd.	Alberta Research Council	Banff Hockey Academy	Buffalo Trail Regional Division No. 28	Canadian Forest Products Ltd. - Prince George Division	Chevron Canada Resources - Calgary
Advanced Measurements Inc. (Edmonton)	Alberta Research Council - Vegreville	Banister Research	Bugbusters Pest Management Inc.	Canadian International School (Singapore)	Child and Adolescent Services Association (CASA)
Advanis Contact Centre Solutions	Alcan Cable	Bank of Canada	Burlington Resources Canada Ltd.	Canadian Museum of Civilization	Children's Rehabilitation Centre - Algoma
Advanis Inc.	Aldine School District	Bantrel Inc.	Bushman Enterprises Ltd.	Canadian National (CN) - Edmonton	Chinook College, Education Services
Advanis Canada Inc. - Winnipeg	Alice Job Service	Battle River Research Group	C.H. Robinson Company Worldwide, Inc.	Canadian National (CN) - Montreal	Christ the Redeemer School Division
Adventure Connections	Alief School District-Houston	Bay Equities Inc.	Caisse Horizon Credit Union Ltd.	Canadian Natural Resources Limited	Christensen & McLean Roofing Co.
Ag-Quest (Alta.) Inc.	Alpine Environmental Ltd.	Bayshore Inn	Calder After School Care	Canadian Pacific Railway - Calgary	Chuoh Publishing - Peppy Kids Club
AgPro Grain	AltaSteel Ltd.	Bearden Engineering Consultants Ltd.	Calgary Board of Education	Canadian Parks and Wilderness Society (CPAWS) - Edmonton	Churchill Northern Studies Centre
Agricore United	Anadarko Canada Corporation	Beaver County	Calgary Catholic School District #1	Canadian Pacific Railway - Edmonton	Colegio Ingles Private Catholic School
Agricore United - Red Deer Agro Centre	Aqua Terra Solutions Inc.	Beaver Plastics Limited	Calgary Co-operative Association Limited	Canadian Salt Company Ltd., The	College Canada Painting Co.
Agriculture Financial Services Corporation	Arab, Lou	Bennett Centre, The	Camp Alexa / Youth and Volunteer Center	Canadian Waste Services	College Pro/Chris Doombos Painting
Agrium - Fort Saskatchewan	Art Attack	Bethany Group, The	Camp Encounter	Canadian Wheat Board	Community-Based Immigrant Mental Health Project, The
Agrium - Redwater Fertilizer Operations	Ashton Jenkins Mann, Petroleum Consultants (A Partnership of Corporations)	Bissell Centre	Camp Health, Hope & Happiness	Canfor Rolling Mills Ltd.	Complete Package Technology (2000) Ltd.
Agrium Inc. - Calgary	Black & Decker Canada Inc.	Black & McDonald Limited	Camp Maskepetoon	Carewest	Cargill Ag Horizons
Agrotec Farm Equipment	Blackfalds, Town of	Black & McDonald Limited	Camp Tamarack		
Albchem Industries Ltd.	Blue Ridge Environmental Services Ltd.		Camp Warwa		

GRADUATE STUDIES

Putting Your Graduate Degree to Work: the Canadian Career and Employment Guide- There is very little career planning and work search information for Canadian graduate students. Fortunately, this book was written by a CaPS staff member and recently published. Career options for master's and doctoral graduates, work search tools, interviewing, international work search, and employment offers are some of the topics discussed. If you would like a copy, the book can be purchased at the CaPS information desk.

HEALTHCARE

Canadian Health Careers Handbook — Health care trends and work opportunities are discussed. CaPS has many copies to give away.

Canadian Medical Education Statistics 2001 — This book is put out by the Canadian Medical Colleges. Find out about general information for Canadian medical schools, undergraduate medical employment, and graduation data. There is also information about graduate medical education, faculty data, biomedical research expenditures and applicant study data.

Sport Medicine Council of Alberta Resource Directory 2002 — Are you considering a career in sports medicine? Certified athletic therapists, physicians, sports physiotherapists, sports nutritionists, and other groups and associations in sport medicine are included for the province.

LIBRARY AND INFORMATION STUDIES

Directory of Public Libraries in Alberta 2002-This resource lists contacts of public libraries in Alberta. This is a regular addition to the CaPS collection which is available twice a year.

Directory of Alberta Government Libraries and Resource Centres—This is another regular addition to the CaPS collection. Contacts, hours of operation, service and collection information are provided.

MEDICINE AND DENTISTRY

Sport Medicine Council of Alberta Resource Directory 2002-Provincial sport medicine contacts, national contacts, sport medicine physicians, and a description of the industry are provided.

Taking Control of Your Future Medical Career: Everything You Wanted to Know about Residency Selection- This book was designed as a guide to direct medical students to residency programs in Canada. It addresses students' uncertainty about which specialty to pursue, how to obtain a position in a specialty, and tips for ensuring a match to a preferred location. There is a description of each specialty, a general description of the program, statistics, unique features, and strengths and weaknesses of each.

PHARMACY

Pharmacy Career Web Sites-This list was compiled for our pharmacy career fair earlier this year. If you missed this event, you can pick up a free copy.

PHYSICAL EDUCATION AND RECREATION

Careers in Recreation-The goal of this guide is to provide information to those interested in developing a basic understanding of the recreation industry in Alberta. It also provides information for those considering a career within the industry. The areas include community recreation, outdoor recreation and parks, therapeutic recreation, sports, active-living and fitness, arts, culture and heritage, recreation, travel, and tourism.

REHABILITATION MEDICINE

Alberta Physiotherapy Association Facilities Directory 2002-Physical therapy employers and private therapy clinics are provided in the province.

SCIENCE

Biotech Career Guide-Biotechnology is one Canada's fastest growing industries. This resource answers the following questions: what is biotechnology and is it right for you? The guide also includes over 50 interviews with biotech workers. It offers career opportunities and educational pathways in Canada.

Electronics and Telecommunications Alberta Directory-There is a section on the industry in Alberta as well as a list of companies.

Put Your Science to Work-This resource is intended for students who are exploring a variety of work opportunities.

LABOUR MARKET

Canada in the 21st Century: Individual Responses to Changes in the Canadian Labour Market-This guide will help

educate you on labour force trends, including employment rates by age and education, job tenure, non-standard employment, labour force participation, as well as changing patterns in labour earnings.

Edmonton and Capital Region Labour Market Trends- Produced on a monthly basis by Alberta Human Resources and Employment, this publication provides many articles about the various industries in the Edmonton area. Tips for locating employment opportunities are also included. If you are interested in other areas in Alberta, this information is also available. Ask at the CaPS information desk for assistance.

Labour Market Review-If you need current information about local labour market trends, check out this monthly publication. There are usually some useful tips for identifying companies that are currently hiring. Each issue discusses a particular industry in Alberta and provides tips for locating employment.

Perspectives on Labour and Income-This quarterly publication is produced by Statistics Canada and it discusses various aspects of the Canadian labour market.

Steppin' Out: an Analysis of Recent University Graduates into the Labour Market-This study provides a descriptive analysis of a sample of bachelor-level university graduates in Canada.

POST-SECONDARY EDUCATION

Canadian Professional Schools Admissions Requirements 2001-2003

Admission requirements, application information, and general information are included for the following programs in Canada: architecture, business administration, dentistry, engineering, health services administration, industrial relations, journalism, law, library and information science, medicine, nursing, occupational therapy, optometry, pharmacy, physical therapy, public administration, social work, speech-language pathology and audiology, teacher education, and veterinary medicine.

Getting into Law School-This useful handbook describes the law programs in Canada. Tips and advice for getting into the program are provided.

SELF EMPLOYMENT

Alberta Venture-Anyone who is interested in self-employment and/or who wants to learn more about Alberta businesses should consider subscribing to this monthly magazine. Visit CaPS to browse through the latest issues.

INTERNATIONAL

Canadian Guide to Working and Living Overseas-CaPS has the most recent edition and we highly recommend this book if you are considering volunteering, studying, or working overseas. There are hundreds of international study and short-term programs, diplomatic and international agencies, NGOs, and internships all with contacts and descriptions. There is also advice and tips on the internet job search, required skills, resumes and interviews.

Current Jobs International-This job bulletin lists hundreds of employment opportunities in all disciplines for many locations around the world.

What in the World is Going On? Canada's Guide to International Work and Study-This handbook offers many different work and study programs to university students who are interested in traveling overseas.

OTHER

Alberta Association of Animal Health Technologists Directory-Names of individuals and clinics are provided.

Alberta Association of Optometrists Membership Roster-If you are considering a career as an optometrist, this booklet is useful for locating potential contacts.

Alberta Ready Mixed ARMCA Concrete Association Directory-Producers, associates and affiliates are provided.

Alberta, Saskatchewan, and Manitoba Associations of Architects Register and Firm Index-This is a comprehensive directory of contacts of architecture firms. Company profiles are provided.

Alberta Veterinarian Medical Association 2002 Directory-Associations, organizations, and inspected clinics are provided in this resource.

Alberta's International Exports-Alberta exports by industry, country and region, are provided.

Descriptive List of Approved Grants and Contributions Provided Through the Women's Program, Status of Women Canada April 1, 1999 to March 31, 2000-Exactly what it says! The amount of each grant is included.

Directory of Services for Immigrants in Alberta-This directory lists organizations which are involved in the provision of services to immigrants. Related government programs and services are also included.

Global Economic Outlook 2001-2002-The economies of several countries are discussed.

Health Ethics Resource Directory-Individuals in Alberta, BC and the NWT are listed. There are also ethics committees in Alberta and bioethic organizations within as well as outside North America.

How to Live Your Dream of Volunteering Overseas-This is a comprehensive guide to international volunteerism. The three authors share everything you need to know about volunteering in Latin America, Africa, Asia, the Middle East, and Eastern Europe. For more details about this book, refer to the review.

Quarterlife Crisis: the Unique Challenges of Life in Your Twenties-This book includes the personal stories of roughly one hundred individuals in their twenties. They

describe their struggle to figure out a direction, establish a personal identity, resolve self-doubts, cope with decision making, and determine ways to balance personal and professional life.

A Regional Perspective on the Canada-U.S. Standard of Living Comparison-This publication is produced by Industry Canada and it compares the standard of living and labour productivity for Canadian provinces and U.S. states.

Business Index

ConAgra Malt Americas	Dow Chemical Canada Inc. - Fort Saskatchewan	Elizabethan Catering Services Ltd.	Ford Credit Canada	Gojanovich Marketing Inc.	Gov't of Alberta, Organic Agriculture Centre of Canada
Conoco Canada Resources Limited	DuPont Canada Inc., Agricultural Products	Elk Island Catholic Separate Regional School Division No. 41	Fording Coal Limited	Golden Boy Medical	Gov't of Canada, 745 (Edmonton) Communication Squadron
Conroy Partners Limited	Ducks Unlimited Canada - Tofield	Elk Island Public Schools Regional Division No. 14	Forever21 Stores	Goldman Sachs (Asia) LLC.	Gov't of Canada, Communications Security Establishment
Conseil scolaire catholique et francophone du Sud de l'Alberta (CSCFS)	Dundee Securities Corporation	Enbridge Pipelines Inc. - Edmonton	Fort McMurray Catholic Board of Education	Good Samaritan Society, The	Gov't of Canada, Loyal Edmonton Regiment (Canadian Forces Reserves)
Consulate General of Japan	Dynastream Innovations	English Teaching Adventure	Fort Saskatchewan, City of	Goodwill Industries of Alberta	Gov't of Canada, National Defence Headquarters - Ottawa
Consumers' Co-operative Refineries Ltd.	E & S Art English School	Enmax Corporation	Fort Vermilion School Division No. 52	Gov't of Alberta - Dept. of Sustainable Resource Development	Gov't of Canada, National Defense, Dept. of - Edmonton
Convergys	EPCOR	Ensource Energy Services	Franciscan Sisters Benevolent Society	Gov't of Alberta, Alberta Corporate Service Centre	Gov't of Canada, National Research Council Canada - Ottawa
Cornell Cooperative Extension - Franklin County	EPCOR Utilities Inc.	Enterprise Rent-A-Car - Calgary	Friends of the Ukrainian Village Society	Gov't of Alberta, Alberta Economic Development	Gov't of Canada, Parks Canada Agency
Costco	ETARCO Mammoth Western Ltd.	Envex Developments	Frontier College	Gov't of Alberta, Alberta Economic Development, Ag & Food Branch, Asia Team	Gov't of Canada, Public Service Commission - Edmonton
Creating Solutions Inc.	Eagle Professional Resources	Eskal, Lynette	GE Canada	Gov't of Alberta, Alberta Energy and Utilities Board	Gov't of Canada, Public Service Commission - Regina
Critical Mass Inc.	East Central Health District - Sask	Esmail, Salim M. (Doctor of Orthopaedic Medicine and Surgery)	GE Capital Mortgage Insurance Company (Canada)	Gov't of Alberta, Alberta Infrastructure, Human Resource Branch	Gov't of Canada, Wood Buffalo National Park
Crowsnest Historical Society/Crowsnest Museum	Eastern Irrigation District	Excel Geophysics Inc.	GE Card Services - USA	Gov't of Alberta, Alberta Learning	Gov't of Manitoba, Manitoba Agriculture and Food
Cruise Holidays	Eaton Cutler-Hammer - Calgary	Edmonton After-School Care Association	GE Fanuc	Gov't of Alberta, Alberta Sustainable Resource Development, Land and Forest Division	Gov't of Saskatchewan - Public Service Commission
Cyberius Medical Ltd.	Economic Development Edmonton	Edmonton Catholic Schools	GKO Advanced Technologies	Gov't of Alberta, Alberta Sustainable Resource Development, Policy and Planning Division	Gov't of the Northwest Territories
Cytovax Biotechnologies Inc.	Edgewater Computer Systems Inc.	Edmonton Motors	Galena Park Independent School District	Gov't of Alberta, Alberta's Future Leaders Program	Grand and Toy
DMI - Peace River Pulp	Edmonton Parent Living Services Inc.	Edmonton Opera	Gallery At Jasper Park Lodge, The	Gov't of Alberta, Community Development - Kananskis	Grande Prairie and District Catholic Schools
Daco Industries Ltd.	Edmonton Police Services, Recruitment & Diversity Unit	Edmonton Public Schools	Galt Global Recruiting	Gov't of Alberta, Historic Sites Services	Grande Prairie, City of (Engineering Department)
Davey Tree Services	Edmonton Social Planning Council	Elizabeth Fry Society of Edmonton, The	Garden Shop, The	Gov't of Alberta, Human Resources & Employment (PQ/AB Student Employment Exchange)	Great-West Life Assurance Company - Edmonton
Deloitte & Touche - Edmonton	Doug Morley & Associates	Edmonton Woman's Show	Garmeau After School Care		
Dinosaur Country Science Camp	Dow AgroSciences Canada Inc.	Edmonton, City of	Garnet Instruments Ltd.		
Disabled Skiers Alberta	Dow Chemical Canada	Education Canada Network	General Motors Acceptance Corporation of Canada Ltd. (GMAC)		
Dishworks Satellite Company	Elizabethtown	Elizabethtown	Geographic Dynamics Corporation		
Doug Morley & Associates	Elizabeth Fry Society of Edmonton, The	Forbes Youth Support	George Spady Centre Society, The		
Dow AgroSciences Canada Inc.	Education Canada Network		Glenora Out of School Care		
Dow Chemical Canada			Global Education Services		

Spring ahead

in your career planning and work search

The spring/summer workshop schedule is set, individual consultations can be booked for one on one expert advice, and planning for our major career fair - Careers Day 2002 - has begun. Spring ahead this season with the following career services that will improve your career planning knowledge and work search skills by leaps and bounds.

Workshops

What's in a CaPS workshop? That depends on what you choose...

Interested in learning more about yourself - your interests, values and goals? Perhaps the Career Decision-Making Strategies workshop is just what you're looking for. You'll learn how to do a self-assessment, identify occupations that are suited to you, and learn about your career options and the labour market.

In Creative Work Search Strategies, you'll explore methods for tapping into the hidden job market and discuss alternatives to the permanent, full-time job.

Attend Creating Resumes and Cover Letters that Work! and bring along your resume. You'll learn how to write that winning resume targeted to the type of work you want to do.

Interview Skills will prepare you for an interview by showing you just what to expect, and how to answer those tough questions.

Attend one of these workshops, and receive handouts, a workbook and a voucher for a free individual consultation pertaining to the workshop of choice. Pre-register today at CaPS, 2-100 SUB, or by calling 492-4291.

Workshops for Graduate Students

Are you wondering how to put your grad degree to work? Have you weighed the advantages and disadvantages of working both within and outside of the academy? Do you know how to write an effective curriculum vitae and cover letter targeted to academic employers? Do you have questions about the academic interview process?

If you've answered "yes" to any of these questions, you'll find the following workshops of great interest and benefit:

- So You Want to be an Academic
- Writing an Effective Curriculum Vitae and Cover Letter
- The Academic Interview: Advice for Perfecting Your Interview Skills
- Establishing a Career Outside of Academia

Registration is just \$10.00, and includes a set of handouts and a voucher for a free post-workshop consultation.

For more information about this new workshop series, and career services for grad students, refer to the article entitled CaPS Expands Services for Graduate Students on the next page.

"The Career Peer Educator gave me lots of ideas on how to go about my job search. I'm happy with the steps I need to take now to figure out what I want to do."

Career Advising Consultation
4th year Science student

Individual Consultations

If you miss one of our workshops, don't worry! You still have the opportunity to book an individual consultation from one of the following:

Career Advising

Do you know what you want from a career but aren't sure how to achieve it? Our career advisors can provide expert career planning advice and suggest resources that you can use to determine and pursue your career options.

Work Search Advising

Are you having difficulties finding employment? Our expert staff will provide you with crucial information about strategies and resources you can use to be more effective in your work search.

Resume or c.v., covering letter & application form critiques

Are you looking for advice on how to make your resume or c.v., covering letter and/or application form more effective? If so, you'll benefit greatly from this consultation, especially when you bring a working copy of your resume or c.v. to the appointment. You can simply drop it off prior to the consultation so that the career advisor can review it.

Mock Interviews

Practice makes perfect... especially in an interview situation. Prior to this consultation, forward a copy of your resume, covering letter and a description of the job for which you are being interviewed. Our expert staff will develop questions targeted to the type of work you are pursuing and tape the interview so that you can hone your skills.

The fee for a one hour appointment is just \$10.00 for students and \$20.00 for non-students (plus GST). Book today in person at 2-100 SUB or by phone at 492-4291.

Career Forums

Career forums are an opportunity for students to learn about work in a particular academic discipline or in specific sectors of the labour market. Guest speakers from leading companies - often directly involved in the recruiting process - come to campus to offer students valuable tips on:

- strategies for enhancing employability;
- factors that impact employment prospects;
- how to find out about work opportunities;
- the hiring process;
- and more!

If you would like CaPS to organize a career forum for your department or student group, please contact Sherry Wallace, Advising Programs Coordinator at sherry.wallace@ualberta.ca or 492-4313.

Career Fairs

CaPS is gearing up for Careers Day 2002 - and it's going to be bigger than ever! Check out the article on page 5. for some great tips on making the most of the fair. Career fairs are a great networking opportunity. In fact, it's your chance to meet face to face with potential employers, learn about employment and volunteer opportunities, and gain information about various organizations - all at one event.

In addition to Careers Day, the all-disciplines career fair, CaPS hosts discipline-specific career fairs during the course of the year such as Health Sciences, Agriculture, Education and Pharmacy. We will also host a Summer Career Fair in February 2003.

Admission to all career fairs is free. See you at Careers Day on September 25, 2002!

Resource Centre

There's a wealth of information - right at your fingertips - when you visit the CaPS Resource Centre. This unique reading room contains an extensive collection of career and employment-related resources:

- Books, pamphlets, videos and the like on career planning, occupations, work search strategies, resume writing, cover letter writing, interviews, labour market trends, working and studying abroad, starting and running your own business, post-secondary programs of study and more!
- Job bulletins, which contain ads for current employment opportunities, and hard copies of our on-line job postings.
- Information on employers in the public, non-profit and private sectors.
- Employer directories - invaluable for tapping into the hidden job market where over 80 per cent of currently available jobs are found!

We also have Internet stations, free of charge, so that you can surf the Web for career and employment information.

Our friendly staff at the Information Desk will gladly help you out with any question or concern you may have. Discover how the Resource Centre can help you today, by stopping by CaPS, 2-100 SUB.



Green Oasis Services Inc.	Independent Recruiting Organization
Greenfield School Age Day Care Association	Insignia Software
Gregg Distributors Co. Ltd.	Institute of Health Economics
HBC Constructors Inc.	Integra Energy Consulting Ltd.
Hilliburton Energy Services Canada - Nisku	Intercare Corporate Group Inc.
Hilliburton Group Canada	International Avenue Consulting Company
Harcourt & Associates	International Language Institute (ILI)
Heritage Community Foundation	International Results Group
Home-Within-A-Home-Society of Edmonton	Inuvik, Town of (Recreation Department)
Honeywell Limited	Invenia Sales & Promotions
Hood Packing Corporation	Investors Group Financial Services Inc. (51 Avenue)
Hood's ESL recruit	Invidi Technologies
Hostess Frito-Lay (Edmonton)	Isotope Science Laboratory
House Next Door Society, The	JV Driver Projects
Husky Energy Inc.	John Crane Canada Inc.
IBI Group	John Deere Ltd. - Ontario
ICMS, Inc. - Leduc	Johns Manville
IMC Potash	Johnson Controls, Inc.
IOF FORESTERS	JoinUs International Consultants Enterprise
Iglna & Company (Law Offices)	Kaplan Educational Centres
Imperial Oil Limited	Katimavik
Imperial Oil Limited (West)	Ken-Pak LLC
Imperial Rubber & Urethane Corporation	Key Support Services
Imperial Tobacco Company Ltd.	Keyano Daycare
In2Education	Kids On Track Association of Edmonton
Inco Limited - Copper Cliff, ON	Kinetana Group Inc.
Independent Advocacy Inc.	Kinsmen Sports Centre
	Kneehill Soil Services Limited

La Societe educative de l'Alberta	Master Flo Valve Inc. - Head Office
Lab Support Canada	Matrikon
Loc Ste. Anne No. 28, County of	Matrix Solutions Inc.
Lacent Technologies Inc.	McDermott Consulting Inc.
Lakeland Agricultural Research Assoc (LARA) - Bonnyville	McKernan Child Care Society
Lakeland Catholic Board of Education No. 150	McMan Supports for People with Disabilities
Lansdowne Children's Centre	McVan Youth Family and Community Services
Leadership Today Society of Alberta	Medis Health and Pharmaceutical Services Inc.
Leading Brands of Canada Inc.	Meloche Monnex Insurance
Leduc County, Parks and Recreation	Meyers Norris Penny - Calgary Division
Le Specialties	Micralyne
Legal Aid Society of Alberta - Edmonton	Millar Western Forest Products Ltd. (Boyle)
Let's Talk Science	Millar Western Forest Products Ltd. (Whitecourt Wood Products Division)
Lincoln Electric Company of Canada	Millennium EMS Solutions Ltd.
LiveBridge Inc.	Millwoods Community Moravian Church
Lokken Career Training	Minburn #27, County of
Lucerne Meat Plant - A Division of Canada Safeway	Moberly Hall Charter School
Lucas Limited	Monad Contractors Ltd.
MacLab Hotels & Resorts	Monsanto Canada Inc. - Edmonton
Mad Science of Northern Alberta	Monsanto Canada Seeds Inc. - Leduc
Manitoba Hydro	Moose Jaw - Thunder Creek Health District
Maple Leaf Centre	Mosaic Group Inc.
Marathon Canada Limited	Mountain Restaurant/Lake Louise Esso
Marr Associates	Multiple Sclerosis Society of Canada, Alberta Division
Masey Communications	Municipal District of Big Lakes
Mason Exploration	

Municipal District of Opportunity No. 17	Olson's Ventures Reforestation Inc.
NAL Resources	Ondeal Nalco Company
NOVA Chemicals Limited - Red Deer	Oxford Learning Centres
Nature Conservancy of Canada - Edmonton	Oxford Learning Centres - Sherwood Park
Nature Conservancy of Canada, Alberta Region, The	PHH Environmental Limited
Nature's Everblooming Garden Centre Inc.	POS Sales
Nestle Canada Inc.	PREDA, The Innovation Network Steering Committee
Netwrc Health Care Inc.	PanCanadian Energy Corporation
Newlyweds Foods/Norac Division	Parke's Scientific Canada Inc.
Nexen	Parkland # 31, County of
Nirix Technology	Parkland Agri Services Corp
North East Child Care Society	Parkland Conservation Farm Assoc.
North Saskatchewan Watershed Alliance	Parkland School Division No. 70
Northern Lights School Division No. 113 (Saskatchewan)	Pembina Hills Regional Division No.7
Northland School Division No. 61	Pembina Valley Bible Camp and Retreat Centre
Northwest Community Health Services Society	Pentagon Structures Ltd.
Norwest Soil Research Ltd.	Pepsi Bottling Group, The - Edmonton
Nothern Canadian Directories	Personal Support and Development Network (PSDN)
Nutri-Lawn	Peter Kiewit Sons Company Ltd.
O'Chiese Education Authority	Petro-Canada - Calgary
O'Connor Associates Environmental Inc. - Calgary	Petro-Canada Products (Edmonton Refinery)
Official Opposition of Alberta	Pioneer Grain Company Ltd.
Okanagan Hockey School	Pioneer Hi-Bred Production Ltd. - Edmonton
Old Strathcona Antique Mall	Pipstone Health District
Olds College	Pittman Asphalt
	Placement Group Inc.

CaPS Expands Services for Graduate Students

Career and Placement Services (CaPS) is one of the few post-secondary career centres in the country to offer services targeted specifically to graduate students. During the Winter 2002 term, CaPS launched four new workshops for Master's and PhD students:

- So You Want to Be an Academic
- Writing an Effective Curriculum Vitae and Cover Letter
- The Academic Interview: Advice for Perfecting Your Interview Skills
- Establishing a Career Outside of Academia

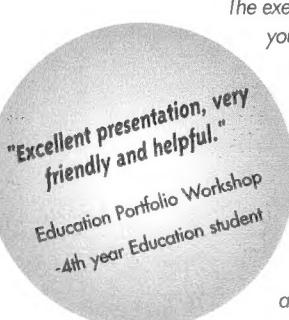
These new workshops recognize that graduate students aspire to careers both inside and outside of the academy. According to the CaPS Survey of 1995 University of Alberta Graduates conducted in the summer of 2000, six months after graduation 35% of survey respondents with a Master's degree and 65% with a Doctorate were working in Professional Occupations in Social Sciences, Education, Government Services and Religion. (The survey uses the National Occupational Classification (NOC) system of the federal government.) University professors, college and vocational instructors, and policy and program officers, researchers and consultants all fall within this grouping. The survey results showed that graduate degree holders also found work in the natural and applied sciences, art and culture, health, and management occupational groupings.

Based on the attendance and feedback, the workshops were very well received by graduate students. Here's what some of them had to say:

The exercise "Is the academic career right for you?" was actually enjoyable. I was feeling quite despondent and it was very reaffirming.

The workshop was excellent and very informative - clear, concise and covered pretty much all my questions.

I would recommend this workshop to all grad students.



CaPS will be offering these workshops again over the Spring/Summer session. The registration fee is \$10.00. It includes a set of handouts and a voucher for a free, post-workshop consultation. Interested students are advised to register early as space is limited to 20 participants in each workshop.

- So You Want to Be an Academic
Wednesday, 22 May 2002; 1:00 to 3:00 p.m.
- Writing an Effective Curriculum Vitae and Cover Letter
Wednesday, 12 June 2002; 1:00 to 3:00 p.m.
- The Academic Interview: Advice for Perfecting Your Interview Skills
Wednesday, 3 July 2002; 1:00 to 3:00 p.m.
- Establishing a Career Outside of Academia
Wednesday, 17 July 2002; 1:00 to 3:00 p.m.

In addition to these workshops, in January 2002 CaPS launched the publication, *Putting Your Graduate Degree to Work: The Canadian Career and Employment Guide*. This comprehensive publication includes information on careers both within and outside of academia, strategies for finding work in Canada and abroad, work search tools, the interview process, negotiating and evaluating employment offers, and more. What makes this publication unique is that it is written specifically for a Canadian audience. The response has been very positive, with orders from universities from St. John's to Victoria, and even from the U.S.!

CaPS continues to expand its Resource Centre collection of materials targeted to graduate students. As well, Janis Shaw, the CaPS Graduate Career Advisor, continues to meet one on one with graduate students, providing them with advice related to career choices, work search strategies, work search tools (e.g. c.v., resume), and interview skills.

For more information, feel free to contact Janis at 492-4303 or janis.shaw@ualberta.ca. Information is also available on the CaPS web site at www.ualberta.ca/caps.

BOOK REVIEW

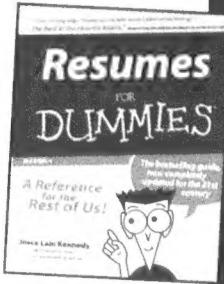
Kennedy, Joyce Lain. **Resumes for Dummies**. Foster City, CA: International Data Group Company, 2000.

Everyone needs a resume-in fact, you may need more than one. What type of format should you use? How long should your resume be? What should you tell the employer about yourself, your education and your work history? Do you need an electronic version? What does a good application look like?

If you have never prepared a resume or are concerned about the quality of your current one, these questions, and many others, have probably been on your mind. In *Resumes for Dummies*, Joyce Lain Kennedy, author of the syndicated Careers Now column (<http://www.sunfeatures.com/>) and eight other books, including *Job Interviews for Dummies* and *Electronic Resume Revolution*, tries to answer these questions. In the first chapter, Kennedy describes what employers are looking for in a resume. In the subsequent chapters, she explains how to meet the employer expectations she has outlined. To help the resume writer, Kennedy provides examples of the various resume formats-reverse chronological, functional and hybrid-and outlines the strengths and weaknesses of each type. The book also includes work sheets and exercises that can be used to prepare a resume in any of these formats and their variants.

The publication also includes a section on electronic resume preparation. She outlines the different types, such as scannable, databank and online profile. She provides examples so that the reader can see what each one looks like. Unfortunately, there is not much information in this book on the mechanics of electronic resumes. Kennedy also glosses over another important issue for job seekers that are using the Internet in their work search: privacy. Kennedy carefully outlines how to protect yourself from your suspicious boss who will fire you if he/she finds out you are looking for a new job. She does not discuss unscrupulous job banks that want to keep your resume profile on their database to keep their job seeker statistics high for potential advertisers. There are other books, such as *E-Resumes* by Susan Britton Whitcomb and Pat Kendall, which provide a better overview of electronic resumes. These books are also available in the CaPS Resource Centre.

As a whole, this book provides a good basic introduction to resume writing. For those that have more experience in resume preparation, there is other more suitable material in the CaPS Resource Centre.



Spring Ahead in Your Career Planning

Careers Day 2002

On Wednesday, September 25, 2002, from 10 am to 4 p.m., the Butterdome will be filled with over 130 employers and approximately 6000 University of Alberta students at Careers Day 2002. Plan to be among the students attending and get a start on your future and your career. Take this opportunity to meet with company recruiters, find answers about employment, volunteer, and internship opportunities, and make that all-important first impression with employers. Here are some tips to help highlight your skills, abilities, and you!

- Make your first stop the CaPS Booth. Ask for help. The Career Peer Educators are there to help you make the most of your time at Career Days 2002.

- Take your time; allow at least an hour.
- Prepare questions in advance and ask them. For example: What does your organization do? What skills do you look for when hiring? Are you hiring? Where does your company have offices?
- Dress appropriately. Although it is not necessary to wear a suit, present yourself professionally.
- Introduce yourself with a smile and a handshake.
- Take nothing for granted. An organization may appear to be recruiting from one area of study, where in fact they may have many opportunities for people from a number of areas.

Leap into Career Planning with Gusto!

Placer Dome Canada Limited	Read Jones Christoffersen Ltd.	St. John Ambulance	TELUS Communications Inc.-Employment Center	Travers Food Service
Porter Engineering Ltd.	Red Associates Engineering Ltd.	St. Michael's Long Term Care Centre	TELUS Mobility Incorporated (TMI)	Tri Ocean Engineering Ltd.
Prairie Farm Rehabilitation Administration	Red Deer College	Standard Life Investments	TINK	Tundra Seed Farms Ltd.
Prairie River Junior High School	Renaissance Wine Merchants	Staples - Business Depot (Burnaby)	Taiwan Teachers	U of A, Academic Staff Administration
Prairie Seeds Limited	Rescan Environmental Services Ltd.	Stephanson House Provincial Historic Site	Talisman Centre for Sport and Wellness, The	U of A, Archives
Praxair Canada Inc. - Calgary	Retail Results Corporation	Sterling Crane	Taurus Exploration Ltd.	U of A, Biological Sciences, Dept of
PrimeLine Medical Products Inc.	Rite Aid Corporation	Straffcona, County of	Taylor Personnel	U of A, Business, School of
Primerica Financial Services Ltd.	RiverWatch	Stream-Flo Industries Limited	Tec de Monterrey	U of A, CSR FM88
Progressive Academy	Riverbend Square Dental Centre	Street GRPS	Technoguide Ltd.	U of A, Campus Security Services
Project Search Incorporated	Robin Hood Association	Student Resource Group	Tek Camino Ltd. - Trail Operations	U of A, Career and Placement Services (CaPS)
Provincial Health Ethics Network	Roland Michener Secondary School	Student Works Painting Corporation	Tempo School	U of A, Cell Biology, Dept of
Provincial Museum of Alberta, The	Royal Tyrrell Museum	Sturgeon Valley Fertilizers Ltd.	Think Green Alberta Ltd.	U of A, Chemical and Materials Engineering, Dept of
Psychometrics Canada Ltd.	Royer, Debbie	Summer work-Student Exchange - Ontario	Timberline Forest Inventory Consultants	U of A, Child Study Center
Pumphouse Theatres	Rubbish Express	Summit Landscapes Inc.	Tolko Industries Ltd. - High Prairie	U of A, Computing and Network Services
Purulator Courier	SAFLINK Corporation	Suncor Energy Inc.	Tolko Industries Ltd. - The Pas, MB	U of A, Devonian Botanic Garden
Pyramid Riding Stables	SAPUTO Milk Division	Suncor Energy Inc., Oil Sands Group	Toronto District School Board	U of A, Discover E Science Camps
QCSC, a Division of Neiman Marcus Direct	SAS Software	Super Drug Mart	Toronto Dominion Bank - Commercial Banking Division - Calgary	U of A, Employment Services
Quebecor World Edmonton	SEACOR Environmental Inc.	Support Network, The	Toronto Institute of Pharmaceutical Technology	U of A, External Relations, Office of
Queen's University, PARTEQ Research & Development Innovations	SHEC LABS	Sylvan Learning Centre	Total Control Products/GE Fanuc Software	U of A, Friends of U of A Hospitals, The
R.A. Malatest & Associates Ltd.	SLP Language Institute	Symbiotech Research Inc.	Toxcon Health Sciences Research Centre Inc.	U of A, Graduate Students' Association
RAYWAVE Software Inc.	Safeway Pharmacy Recruiting - United States	Syncredu Canada Limited	Tracer Industries Canada Ltd. - Tyco Flow Control	U of A, Hospitals Foundation
Radtag Technologies Inc.	Sanjel	Syngenta Crop Protection Canada - Edmonton	Trader Publications	U of A, Housing & Food Services
Ranchland No 66, Municipal District of Range and Baring Corp	Saskatchewan Wheat Pool	Syngenta Crop Protection Canada, Inc. - Calgary	TransAlta Utilities Corporation - Calgary	U of A, International Center
Ray Agro & Petroleum Ltd.	Save On Foods & Drugs - Langley	TD Canada Trust - Edmonton	TransCanada - Calgary	U of A, Museums and Collections Services
Raylo Chemicals - A division of Degussa	Schlumberger Canada Ltd.	TD Securities	Travco Industrial Housing Ltd.	U of A, Nursing, Faculty of
Fine Chemicals	Schlumberger-Houston	TELUS - Burnaby		
	School District #81 - Fort Nelson			
	School District No. 23 - Central Okanagan			

The First Day of the Rest of Your Life.

So here you are. You are finally finished high school, grad is over, and summer is beginning, but what next? What do you do with the rest of your life? How do you figure out what career to pursue and what program to enter? This can be terrifying if you think the decision you make now is final and forever.

Your first lesson is this: change is constant. Any decision you make now is not final. The world of work is constantly changing which means there are constantly new opportunities that exist. Making ONE BIG DECISION about your future is not a suitable model for today's world. An occupation that you decide to pursue now may not be the same by the time you have completed your post-secondary education. Statistics show that most individuals will change careers 3-5 times during their life. What you want to do is move in a career direction. So rather than focusing on one particular job you need to focus on clusters of jobs and clusters of industries in which you are interested. You do need to know which direction you are headed, but at the same time you need to remain open to new experiences, and be flexible and adaptable to the changes around you.

Rather than losing sleep over that one big decision try focusing on a few smaller decisions. First, what are you good at? Second, how will you research the world of work? And third, what is your strategy? If you can answer these questions with the help of resources and services available at CaPS, you should find yourself strolling in a career direction rather than drowning in indecision.

If you work about 8 hours a day for 35 years you might end up working over 68,000 hours in your career. Don't you want to do something you enjoy? In making a decision about a career direction you should keep in mind that you will not work merely for financial reasons. You will also work to fill the need for self-expression,

contribution, and self-fulfillment. The first step to complete is a self-assessment. You need to figure out what skills you have gained so far through all of your life experiences. You also want to find out what motivates you. What things do you do that brings out your enthusiasm and makes you feel challenged? Also ask yourself what you value. Or, in other words, what do you do

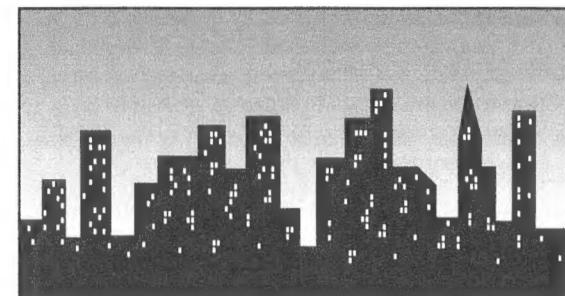
that brings you satisfaction? Pursuing something you love will give you the motivation to not only do better in school, but also to be more successful in your future work search.

The next thing you want to do is put together a list of occupations or areas in which you would like to work and find out as much information about those careers as possible. You can use print resources, the Internet, TV and other media such as newspapers and magazines to generate a list of career options. You should keep your eyes and ears open and talk to as many people as you can to find out what is out there. Find out information about duties and responsibilities, salary, education required, job prospects, and what characteristics a person working in the area should possess. This information will help you to make confident and informed decisions about what career direction to pursue.

In addition to the methods mentioned above, there are many other methods you can use to gather information. You can, for instance, complete information interviews with people already working in the fields you are interested in. You can ask them direct questions about their workday and what they like and dislike about their jobs. You could also try job shadowing. Following a professional in the field for a day would give you some general insight into what you might expect if you decided to head in that direction. Another way to gather information is by volunteering, or working a part-time or summer job in the field you are interested in. You could get a good behind-the-scenes look at what really goes on and what other areas in the field may interest you.

As you are investigating don't forget that things can change. You should ask questions about alternate work arrangements (i.e. contract work, freelance work, job sharing, etc.) You should also look at how labour market trends may affect the field by the time you graduate. Also, research other things you can do with your degree after you graduate should you not pursue the initial choice you make.

After you have gathered as much information as you can you must decide to decide. You might be interested in several areas but you should narrow down your choices and give yourself a map to follow so you have some direction in your career. Look at the information you've gathered about your



areas of interest and see how well each aligns with what you like to do, what motivates you and what you value. Determine the pros and cons of each choice. How will each choice affect you financially, personally and socially?

Now you plan your strategy. Set goals for yourself, both short-term and long-term goals. For instance a short-term goal might be to register in the appropriate program. When considering which courses to take think about which courses will move you in your career direction and how your courses might help you learn more about the career areas that interest you. A long-term goal may be to gain experience related to your field through volunteer work, part-time or summer jobs, or extra-curricular activities like student clubs on campus.

Your first year of university will be a major period of adjustment. In order for your strategy to succeed there are some things you should consider. First, surround yourself with support. Your friends and family can play a large role in helping you meet your goals. Also, use the resources and services available to you on campus. CaPS can support you in all steps of planning your career, researching the labour market, developing your work search tools and methods as well as finding summer, part-time and full-time jobs.

You should also periodically review your career plan and make changes as needed. The labour market will continue to evolve as you pursue your post-secondary education. You will also change as you learn about new areas and become interested in new things. CaPS can help you find the information you need to explore these new areas and will assist you in reviewing your career plan throughout your university career.

Lunch and Learn to Earn!

Career and Placement Services (CaPS) is launching a new seminar series for the 2002-2003 academic year. These free seminars will be held over the lunch hour. Topics may include:

- Career tips for 1st year students
- Information interviewing
- Volunteering
- Strategies for tapping into the hidden job market
- Using the Internet in your career and work search
- Summer work search
- Looking for work abroad
- Mastering the CACEE application form
- Developing an electronic/scannable resume
- International resumes and interviews
- Writing a personal statement
- Dressing for the interview
- Conducting labour market research
- Negotiating and evaluating job offers
- Applying to graduate and professional programs

The purpose of these seminars is to provide students with valuable tips for career decision making and finding work that matches their career choices, as well as information and direction regarding the resources available at CaPS and elsewhere. We will continue to offer workshops on career decision making, resume and cover letter writing, and interview skills - most of which will be discipline specific.

For more information, contact Joan Schiebelbein, Manager, Advising Services (492-8773 or joan.schiebelbein@ualberta.ca).

BOOK REVIEW

Collins, Joseph, Stephano DeZerega, and Zahara Heckscher. **How to Live your Dream of Volunteering Overseas.** New York, NY: Penguin Books, 2002.

There is growing interest among students and graduates in pursuing international volunteer and work opportunities. International experience can benefit individuals in a number of ways, including exposure to other cultures, increase in self-awareness, and development of new friendships and skills. This book offers practical and knowledgeable advice for those interested in volunteering overseas.

The book's content was researched over a six-year period and released earlier this year. Each of the three authors have extensive experience in international travel and volunteer placement organizations. As part of their research, the authors visited a number of international placement organizations and interviewed hundreds of participants and staff.

Loosely based, the book is divided into two sections. The first portion discusses some of the issues pertaining to volunteering overseas. There is advice for identifying and selecting an organization, fundraising, preparing, as well as some tips for ensuring a positive international experience.

The second part reviews over eighty international volunteer organizations and discusses short, medium, and long-term opportunities. Each of the listings profile the organization's history, contacts, application instructions, countries of operation,

types of work, primary responsibilities, skill requirements, duration, dates of placements, as well costs. Stories and quotes from volunteer participants are included. One of the best features of this resource is the commentary section for each organization. It includes a critical evaluation of each program and examines its strengths and weaknesses, average age of participants, and types of volunteers the organization is best suited for.

A detailed index of organizations enables the reader to identify key areas of interest such as regions of operation, types of volunteer work, and length of volunteer service. Another section outlines placements that cover most or all expenses. The index also provides organizations that specialize in specific areas such as agriculture and rural development, archaeology, disaster relief, women's issues, business development, health care, education, human rights, the environment, as well as others. Readers can even find out which organizations accept couples and/or volunteers accompanied by children.

This book offers placements in over 25 countries in Latin America, Africa, Asia, the Middle East, and Eastern Europe. Overall, this is an extremely useful guide for anyone who is considering living and volunteering abroad.

"I have excellent ideas about what to include on my resume and now I actually look forward to working on it."

- Master's student, Speech Pathology and Audiology

U of A, ONECard Office
U of A, Office of Environmental Health and Safety
U of A, Pediatrics, Dept of
U of A, Physical Education and Recreation, Faculty of
U of A, Population Research Lab
U of A, Registrar and Student Awards, Office of
U of A, Renewable Resources, Dept of
U of A, Research Grants Office
U of A, Senate, The

U of A, Social Support Research Program
U of A, Specialized Support and Disability Services (SSDS)
U of A, Students' Union
U of A, WISEST
U of C, University Core DNA & Protein Services, Biochemistry & Molecular Biology, Dept of
UMA Group
URS Corporation
USC Education Savings Plan
Ultrrex Podiatric Laboratories
Van Reekum Veress Immigration

Unified Limited
United Way of the Alberta Capital Region
University Technologies International Inc.
University of Calgary, Dept of Biochemistry & Molecular Biology
University of Calgary, Immunology Research Group
University of Victoria, Biochemistry and Microbiology, Dept of
Urban Systems Ltd. - Kamloops
UliCorp Networks Canada
Van Reekum Veress Immigration

Consulting Ltd.
Vector Marketing Canada Limited
Vertigone Incorporated
Virtacom Media Group Inc.
Visionary College
Viva Tours & Student Consulting
Vulcan County
WILS Language School
Wal-Mart Canada Corp. - Winnipeg
Wal-Mart Pharmacy
Walgreens - Deerfield, IL

Weldwood of Canada Limited - Hinton
Weldwood of Canada Limited - Vancouver
West Edmonton Mall
West Yellowhead Community Futures Development Corporation (CYFDC)
Westaim Corporation - Fort Saskatchewan
Western Inventory Service - Edmonton
Western Pacific Silviculture Company Ltd.
Westfair Foods Ltd.
Westgate Corporation
Westlock Independence Network
Westtower Communications Ltd.

Wetaskiwin Value Drug Mart
Wetaskiwin Youth Centre
Weyerhaeuser Company Ltd. - Edmonton
Willowglen Systems Inc.
Workers' Compensation Board - AB
Worthington Libraries
YMCA - Edmonton Castledowns
YMCA Edmonton (Blue Quill)
Yellowhead County
Young Alberta Book Society